

Board of Education Regular
Meeting/Business
Monday, March 31, 2025 4:00 PM

Virginia Moon Administrative Center
8545 Park Dr
Ralston, NE 68127-3621

Agenda

1. Call To Order
Speaker(s): Board President
2. Pledge of Allegiance
Speaker(s): Board President
- 2.1. Roll Call - Excuse Board Members not in attendance
Speaker(s): Board President
3. Public Comment Sign In Procedure
- 3.1. Public Comment
4. Appointment of a hearing officer and advisor to the Board of Education for a personnel hearing (Action)
Speaker(s): Mrs. Richards
5. Hearing for the recommendation of non-renewal of contract for Amanda Elgert.
Speaker(s): Multiple
6. Executive Session Disclosure
- 6.1. Executive Session (Action)
7. Recommendation of non-renewal for the contract of Amanda Elgert (Action)
Speaker(s): Multiple
8. Pre-Adjournment Information and Activities
9. Adjourn

2009
Public Participation at Board Meetings

The board of education shall conduct its meetings in accordance with the Nebraska Open Meetings Act.

The board shall make reasonable efforts to accommodate the public's right to hear the discussions and testimony presented at its meetings. The board shall make available at the meeting, for examination and copying by members of the public, at least one copy of all reproducible written material to be discussed in open session of the meeting.

Except for closed sessions, the board will allow members of the public an opportunity to speak at each meeting. The board may make and enforce reasonable rules and regulations regarding the conduct of persons attending, speaking at, videotaping, photographing, or recording its meetings.

The board shall not require members of the public to identify themselves as a condition for admission to the meeting, nor shall such body require that the name of any member of the public be placed on the agenda prior to such meeting in order to speak about items on the agenda. However, the board shall require members of the public desiring to address the board to identify themselves, including an address and the name of any organization represented by such person unless the address requirement is waived to protect the security of the individual.

Adopted on: _____

Revised on: _____

Reviewed on: _____



Ralston
PUBLIC SCHOOLS

Mr. Jason Buckingham
Superintendent

Dr. Aaron Bredenkamp
Assistant Superintendent for Business

Dr. Anne Harley
Assistant Superintendent for Teaching & Learning

March 6, 2025

By Hand Delivery

Amanda Elgert

Re: Notice of Intent to Recommend Termination Of Contract

Dear Amanda:

This letter is to notify you that we intend to recommend the termination of your contract of employment to the Ralston Public Schools Board of Education at its March 24, 2025 meeting. At that time the Board of Education will consider and vote on the termination of your contract at the conclusion of the 2024-2025 contract period. The recommendation will be made pursuant to the governing statutes, Neb. Rev. Stat. §79-824 *et. seq.* This recommendation for termination of employment is for “just cause,” as that term is defined in Neb. Rev. Stat. § 79-824.

There have been ongoing issues with your performance, including, but not limited to, demonstrated deficiencies or shortcomings in knowledge of subject matter or teaching or administrative skills, unprofessional conduct and negative behavior, and other conduct which interferes substantially with the continued performance of your duties.

As you know, the evaluation conducted at the end of the 2022-2023 school year reflected a rating of “Basic”¹ on Danielson Indicator 2a, Creating an Environment of Respect and Rapport. As a result of the “Basic” rating, in July 2023, the District placed you on an Intensive Plan of Assistance for the 2023-2024 school year (the “Plan”), which required that you achieve a minimum score of 4.5 on each evaluative criteria. Substitute teacher evaluations and feedback from building administrators would also be reviewed by the District to determine your progress toward the Plan’s objectives.

In March 2024, the District told you that your scores on the four evaluative criteria in your Plan did not meet District expectations. Thereafter, as part of the end of year evaluation process for the 2023-2024 school year, the District received written feedback stating concerns from 25 different teachers regarding your work with their students. No improvement was shown on the four evaluative criteria in the Plan, and your score remained “Basic” on the Danielson Indicator 2a.

¹ The rating scale includes Unsatisfactory, Basic, Proficient, and Distinguished



Ralston
PUBLIC SCHOOLS

Mr. Jason Buckingham
Superintendent

Dr. Aaron Bredenkamp
Assistant Superintendent for Business

Dr. Anne Harley
Assistant Superintendent for Teaching & Learning

Due to your inability to meet District performance requirements during the 2023-2024 school year, in September 2024, the District extended your Plan to the 2024-2025 school year. To date, the identified deficiencies in the Plan have continued, and you have not made satisfactory progress toward meeting the District's performance expectations.

You have the right to file a written request for a hearing in front of the Board of Education. Any such request must be submitted by you in writing and received by the Secretary of the Board of Education, Mrs. Samantha Willey; or by me, within seven (7) calendar days of your receipt of this letter. The address for Mrs. Willey and for me is 8545 Park Drive, Ralston NE 68127.

If no hearing request is made by you and received by us within seven (7) calendar days of your receipt of this letter, the Board may proceed and take action on your employment contract, without further notice to you.

Sincerely,

Jason Buckingham
Superintendent