

## **Agenda**

1. Call to Order & Pledge of Allegiance

**Rationale:**

The mission of Gothenburg Public Schools is to prepare all students within a positive and innovative learning environment.

A copy of the open meetings law is posted on the wall of the Board Room and is available to the public.

2. Approve the Agenda

**Rationale:**

The Board reserves the right to rearrange the order of items as needed.

3. Recognition of Visitors

4. Business Items

- 4.1. Action Items

- 4.1.1. Personnel

- 4.1.1.1. Consider resignation of certificated staff.

**Rationale:** Mr. Gabe Haberman has submitted his resignation effective at the end of the 2018-19 school year. Mr. Haberman has served as the vocal music instructor for three years. He has accepted a position in the Aquinas Schools in David City, NE.

Mrs. April Graham has submitted her resignation effective at the end of the 2018-19 school year. Mrs. Graham has served as a kindergarten teacher for nine years. Mrs. Graham and her family will move to the Wichita, KS, area for her husband's new employment.

- 4.1.1.2. Consider initial contracts for certificated staff for the 2019-20 school year. (Executive Session Possible)

**Rationale:** Mr. Luke Dea has been offered a teaching position in Gothenburg High School for the 2019-20 school year. Mr. Dea is a graduate of UNL and has been teaching in the Kimball Public Schools for 13 years. Mr. Dea has a strong background in numerous areas in social studies and will be a great addition to our teaching and coaching staff.

Mrs. Tiffani Dea has been offered a teaching position in Dudley Elementary for the 2019-20 school year. Mrs. Dea has been teaching in the Kimball Public Schools for the past three years with a strong background in early childhood education. Mrs. Dea will be a great addition to our elementary team.

Mrs. Melissa Sheperd has been offered a teaching/student support position in Dudley Elementary for the 2019-20 school year. Mrs. Sheperd has been serving as a counselor in the Eustis-Farnam Schools for the past eight years and was previously a music instructor in the same district for five years. Mrs. Sheperd's excellence in both areas will be a huge asset to our elementary school.

Mrs. Shauna Baker has been offered a teaching position in Gothenburg High School for the 2019-20 school year. Mrs. Baker is a Nebraska native who taught English in the Potter-Dix Schools before relocating to the east coast due to family employment. Mrs. Baker is returning to the area and will be a great addition to the staff in the Junior/Senior High School.

Mrs. Jacy Ostergard has been offered the position of School Psychologist for the 2019-20 school year. Mrs. Ostergard is a GHS grad that has served as a School Psychologist in the North Platte Public Schools for the past two years. Mrs. Ostergard has an extensive background in assessment and behavior and will be a great addition to the team.

- 4.1.1.3. Consider an initial contract for Charity Wyatt for the 2019-20 school year. (Executive Session Possible) .

**Rationale:** Mr. Nate Wyatt has filed a conflict of interest form (NADC Form C-3) per Board Policy 8260 and will not participate in the discussion or consideration of this agenda item.

Mrs. Charity Wyatt has been offered a teaching position in Dudley Elementary, Mrs. Wyatt is currently student teaching in the Cozad School District and has operated Joyful Noise Preschool in Gothenburg for ten years. She will be graduating from UNK in May. Mrs. Wyatt comes highly recommended and will be a great addition to our teaching staff.

- 4.1.1.4. Discuss, consider and approve an initial administrative contract for the 2019-20 school year. (Executive Session Possible)

**Rationale:**

Mr. Marc Mroczek has been offered the position of Activities Director for the 2019-20 school year. Mr. Mroczek is currently serving as Activities Director in the North Platte Public Schools with previous administrative experience in Chase County Schools. Mr. Mroczek comes highly recommended and will bring a great deal of enthusiasm and energy to the position.

5. Next Meeting

**Rationale:** Next Regular Meeting is March 11th, 7:00 p.m.

6. Adjournment

Internal Board Policies - Methods of OperationAgenda Construction and Control

- A. Written meeting agendas will be prepared by the Superintendent of Schools in corroboration with the President of the Board of Education. Any Board member may submit agenda items to be placed on the agenda by the Superintendent and the Board President.
- B. Control of the agenda is the responsibility of the Board President.
- C. Agenda items shall be sufficiently descriptive to give the public reasonable notice of the matters to be considered at the meeting.
- D. An agenda, kept continuously current, shall be readily available for public inspection at the office of the Superintendent of School of the Gothenburg School District during normal business hours. Except for items of an emergency nature, the agenda shall not be altered later than 24 hours before the scheduled commencement of the meeting. The School Board shall have the right to modify the agenda to include items of an emergency nature only by action taken at the public meeting at which the item is to be considered.

Legal Reference: § 84-1411

Date of Adoption: November 13, 2006

Internal Board Policies - Methods of OperationProcedures During Meetings

In the absence of the President and the Vice President of the Board of Education at any meeting, the Board shall choose a President pro tempore. In the absence of the Secretary at any meeting, the Board shall also choose a Secretary pro tempore.

Any action taken on a question or a motion duly moved and seconded shall be by roll call vote of the Board in open session, and the record shall state how each member voted, or if the member was absent or abstained.

The vote to elect the leadership of the Board of Education at the reorganization meeting shall be taken by secret ballot, but the total number of votes for each candidate shall be recorded in the minutes of the meeting.

Legal Reference:     §79-569  
                          §79-520  
                          §84-1413

Date of Adoption: April 14, 2008

Bylaws of the Board - MeetingsRegular Meetings

The Board shall meet in regular session on the second Monday of each calendar month, unless otherwise designated by the president with the approval of the Board. All meetings shall be held in the boardroom at the Gothenburg Schools unless otherwise designated by the president with the approval of the Board. In each odd-numbered year, the January meeting will be held on or after the first Thursday after the first Tuesday.

Legal Reference: §79-554 §79-555 §84-1401

Special Meetings

A special meeting of the Board may be called by the president when in his opinion it is necessary, or upon recommendation of the Superintendent of Schools, or any two (2) Board members. No business shall be transacted at any special meeting, which does not come within the purpose, or purposes set forth in the call for the meeting unless it is of an emergency nature. Special Board sessions may be adjourned to a definite date and time.

Legal Reference: §79-520 §79-554 §79-555 §84-1401

Advance Delivery of Meeting Materials

The Board shall require the Superintendent to prepare an agenda which, with the minutes, shall be mailed or delivered to the Board members on Friday or prior to each regular monthly Board meeting.

Items not placed on the regular agenda may be tabled until the regular meeting on the following month to provide the Board adequate time to research the item in question. All citizens in the district boundary are permitted to place an item on the agenda. Those persons outside the district may place an item on the agenda by permission of the President of the Board or the Superintendent of Schools.

Order of Business

The following shall be the order of business for the regular meetings. The order of business may be changed by consent of all members present.

Meeting call to order, Pledge of Allegiance, Approval/Changes to Agenda, Recognition of Visitors, Business Items (Consent Agenda, Action Items, Policy Review, and Reports), Discussion Items, Time/Date of Next Meeting, Adjournment.

Parliamentary Procedure

The rules of parliamentary procedures as embodied in Robert's Rules of Order shall govern the school Board in its deliberation when the issue in question is not covered by these policies and bylaws.

Minutes

The Board of Education shall keep minutes of all meetings showing the time, place, members present and absent, and the substance of all matters discussed. The minutes shall be prepared by the secretary immediately following the meeting, shall be written, shall be available for inspection by the public and for distribution to the members of the Board within ten (10) working days, or prior to the next convened meeting, whichever occurs earlier, and shall be a part of the agenda for the next regular meeting at which time they shall be corrected, if necessary, and approved. The minutes shall be kept in the office of the superintendent and shall be public records and open to public inspection during normal business hours.

Legal Reference: §79-577 §79-555 §§ 84-1408-1414

Voting

Any action taken on any question or motion duly moved and seconded shall be by roll call vote of the Board in open session, and the record shall state how each member voted, or if the member was absent or not voting. The requirement of a roll call or viva voce vote may be satisfied by used of an electronic voting device, which allows the yeas and nays of each member of the board to be readily seen by the public.

Date of Adoption: May 12, 2008

Date of Revision: August 8, 2016

Personnel - Certificated EmployeesRelease from Contract

Certificated employees who wish to be released from their contract shall submit a written request for release to the Board of Education. The written request shall include a resignation.

The action on a release from contract received after April 15th each year shall be discretionary with the Board. The earlier the request for release is submitted, the greater will be the likelihood of the release being granted. Requests for release received by the Superintendent after June 1<sup>st</sup> will ordinarily not be granted. Releases may be made subject to the conditions, including liquidated damages, payment of costs of securing a replacement, and the condition that a suitable replacement be secured.

There will be no penalty for release from the contract, though the certificated employee and the Board may negotiate and agree upon the terms of the release.

Where a certificated employee leaves employment without receiving an approved release, the Superintendent is authorized to file a complaint with the Nebraska Professional Practices Commission. The Board also reserves the right to seek damages against any certificated employee as a result of breach of contract.

Legal Reference: Neb. Statute § 79-819; § 79-820; §79-821; § 79-817 et seq.  
NDE Rule 27

Date of Adoption: April 9, 2007

Personnel -AllRecruitment and Selection

The Board of Education authorizes the Superintendent to recruit and recommend for employment the best qualified personnel to implement and fulfill the goals and policies of Gothenburg Public Schools. All applicants so selected and recommended must satisfy the standards as set by the Board and/or the laws of the State of Nebraska.

All certificated personnel applying for employment shall be recommended for hiring by the Superintendent with the final approval by the Board of Education prior to hiring. Final approval must be made by formal motion of the Board of Education. The final approval by the Board of Education should generally follow closely the recommendation of the Superintendent whenever possible, but such approval of recommendation is not mandatory on the Board of Education.

Where required by law or deemed essential by the school district, employees must be duly licensed and/or certified.

Reference 79-501

Date of Adoption: April 9, 2007

Personnel -AllRecruitment and Selection

The Board of Education authorizes the Superintendent to recruit and recommend for employment the best qualified personnel to implement and fulfill the goals and policies of Gothenburg Public Schools. All applicants so selected and recommended must satisfy the standards as set by the Board and/or the laws of the State of Nebraska.

All certificated personnel applying for employment shall be recommended for hiring by the Superintendent with the final approval by the Board of Education prior to hiring. Final approval must be made by formal motion of the Board of Education. The final approval by the Board of Education should generally follow closely the recommendation of the Superintendent whenever possible, but such approval of recommendation is not mandatory on the Board of Education.

Where required by law or deemed essential by the school district, employees must be duly licensed and/or certified.

Reference 79-501

Date of Adoption: April 9, 2007