

Board of Education Meeting Agenda  
Monday, September 10, 2012 6:30 PM  
Bellevue Public Schools Welcome Center  
2600 Arboretum Drive  
Bellevue, NE 68005

A. Routine Business

A.1. Call to Order  
Alicia Richards

A.2. Roll Call  
Board Secretary

A.3. Excused Absences  
Alicia Richards  
A motion will be necessary if a member of the elected Board is absent.

A.4. Open Meetings Law  
Alicia Richards  
The Bellevue Board of Education abides by the Nebraska Open Meetings Law. A copy of the law is posted on the wall of our Board room.

A.5. Pledge of Allegiance  
Alicia Richards

B. Consent Agenda  
Alicia Richards

Approve by consent items in section B of the Agenda identified with an asterisk.

B.1. \*Approval of Minutes  
Judy Potter  
The Minutes of the August 6, 2012, Board of Education meeting were sent to all members of the Board of Education for review.

B.2. \*Treasurer's Report  
Susan Brooks  
Acknowledge receipt of the Treasurer's Report for August, 2012.

B.3. \*Payment of Claims  
Jeff Rippe  
Approve the payment of claims totaling \$4,064,656.93.

B.4. \*Election of New Teachers

Sharra Smith

Elect (1) Debra Darlington, (2) Anthony Dunn, and (3) Julia Mickells to the certified staff for the 2012-2013 school year effective August 9, 2012, and elect (4) Marilyn Vajgert to the certified staff for the 2012-2013 school year effective September 4, 2012, subject to their release from any contractual agreements with other school districts.

B.5. \*Request for Leave of Absence

Sharra Smith

Grant (1) Lauren Woolford a leave of absence without pay effective August 9, 2012, through May 23, 2013.

B.6. \*Request for Contract Amendments

Sharra Smith

B.6.a. Kathleen Baumert

Sharra Smith

Approve the following amendment to the contract between Kathleen Baumert and the Bellevue Board of Education dated September 10, 2012: As a qualification to such contract, the employee agrees to be paid sixty percent of salary and fringe benefits for fulfilling sixty percent of the usual daily assignment. All other contractual rights and responsibilities including in-service days, counseling, PTA meetings, and parent conferences shall remain unchanged.

B.6.b. Kathleen Causey

Sharra Smith

Approve the following amendment to the contract between Kathleen Causey and the Bellevue Board of Education dated September 10, 2012: As a qualification to such contract, the employee agrees to be paid sixty percent of salary and fringe benefits for fulfilling sixty percent of the usual daily assignment. All other contractual rights and responsibilities including in-service days, counseling, PTA meetings, and parent conferences shall remain unchanged.

B.6.c. Gina Mendick

Sharra Smith

Approve the following amendment to the contract between Gina Mendick and the Bellevue Board of Education dated September 10, 2012: As a qualification to such contract, the employee agrees to be paid sixty percent of salary and fringe benefits for fulfilling sixty percent of the usual daily assignment. All other contractual rights and responsibilities including in-service days, counseling, PTA meetings, and parent conferences shall remain unchanged.

B.6.d. Michelle Schneider

Sharra Smith

Approve the following amendment to the contract between Michelle Schneider and the Bellevue Board of Education dated September 10, 2012: As a qualification to such contract,

the employee agrees to be paid eighty percent of salary and fringe benefits for fulfilling eighty percent of the usual daily assignment. All other contractual rights and responsibilities including in-service days, counseling, PTA meetings, and parent conferences shall remain unchanged.

## C. Action Items

### C.1. 2012-2013 Budget

Alicia Richards

Tonight marks the conclusion of the formal budget process for 2012-2013. There are four areas requiring action by the Board: a hearing on the proposed budget, a hearing on the property tax request and rate, approval of the budget, and approval of the tax request and rate.

#### C.1.a. Hearing on Proposed Budget

Alicia Richards

Notice of the hearing and a summary of the proposed budget were published in accordance with Nebraska statutes. The budget was filed with the Secretary of the Board on July 9, 2012, for public review.

The proposed budget was developed to meet the needs of 10,184 students, a decrease of 11 students. Staffing represents approximately 80% of the current expenditure budget. The remainder of the budget is allocated for the implementation of curriculum, textbooks, supplemental materials and technology, and to address the rising fixed costs. The proposed budget recommends no change in the current levy of \$1.05.

Attached is a copy of the "2012-2013 Proposed Annual Estimate of Receipts and Expenditures," the "Addendum," and the Nebraska School District Budget Form.

Anyone interested in addressing the Board regarding the proposed budget is asked to come to the podium, state their name and address, followed by their input limited to five minutes.

#### C.1.b. Hearing on Property Tax Request and Rate

Alicia Richards

Notice of the hearing was published in accordance with Nebraska statutes. The proposed property tax request and rate to be used for the 2012-2013 school year were included in the hearing notice. A copy of the notice is attached.

The proposed budget reflects the fourth year of implementation of the Learning Community Coordinating Council. The Learning Community levy that applies to local school districts is 95 cents. The Bellevue School District is recommending .099354 cents for the Bellevue School District general fund levy and no taxes levied for the building and site fund. This would bring the total school district levy for people living in the Bellevue Public School District to \$1.05. The proposal calls for no increase in the overall levy and Bellevue will

continue to have the lowest tax levy in the Metro area.

Individuals interested in making comments on the property tax request and rate will be asked to come to the podium, state their name and address, followed by their input limited to five minutes.

#### C.1.c. Approval of 2012-2013 Budget

Alicia Richards

Adopt the 2012-2013 budget which includes a General Fund property tax requirement of .099354 cents.

#### C.1.d. Resolution to Establish Property Tax Request and Rate

Alicia Richards

Adopt the following resolution to set the property tax request and rate for FY 2012-2013:

WHEREAS, the Bellevue Public Schools held a budget hearing on September 10, 2012, and

WHEREAS, a tax request and rate hearing was held on September 10, 2012, and

WHEREAS, all of the above were done for the FY 2012-2013 budget and are consistent with all state statutes:

NOW, THEREFORE, be it resolved by the Bellevue Board of Education of School District #1 in Sarpy County: (1) that the Bellevue Board of Education sets the 2012-2013 general fund property tax request of \$2,536,799.97 and asks the County Board to set the tax rate of .099354 cents accordingly consistent with state statutes.

### C.2. Salary Programs Reached Through Collective Bargaining

#### C.2.a. Certificated Staff Salary Programs

Jeff Rippe

Nebraska law allows public school employees to organize and bargain collectively with school boards on the issue of salaries. An agreement has been reached and ratified by the Bellevue Education Association, the employee organization representing teachers, nurses, psychologists, and therapists. The negotiated agreement with teachers adjusts the 2012-2013 salary for beginning teachers to \$32,275 from the current beginning salary of \$31,935. This represents a proposed total package increase of 3.77%. The increase is to cover:

Employer Paid Health Insurance increase of \$200 annually per participating employee

Employer contribution to NPERS increase from 8.9688% to 9.8778%

Salary increases for individual employees

Increased costs to the District for all groups listed above is as follows:

Certificated Staff (teachers, nurses, psychologists, therapists): \$1,696,953

The current and proposed salary programs are attached. Also attached is the ratification notice from the Bellevue Education Association.

#### C.2.b. Food Service and Paraprofessional Salary Programs

Sharra Smith

A two-year salary agreement has been reached and ratified by Local 226 representation employees for both employee groups. A compensation package increase of 3.77% over two years is proposed. The increase is to cover:

Employer Paid Health Insurance increase of \$200 annually per participating employee  
Employer contribution to NPERS increase from 8.9688% to 9.8778%  
Salary increases for individual employees  
Contract language changes as noted in the agreements

Increased costs to the District for each group are as follows:

Food Service Employees: \$47,299

Paraprofessionals: \$138,813

The current and proposed salary programs are attached. Also attached are the ratification notices from Local 226.

#### C.3. Salary Programs for Non-Union Employees

Frank Harwood

A compensation package increase of 3.77% is being proposed for all non-union employees: Certified Administrators, Supervisors/Specialists/Classified Administrators, Secretarial, Part Time and Temporary Staff, Substitute Teachers, and Extracurricular Activities. The increase is to cover:

Employer Paid Health Insurance increase of \$200 annually per participating employee  
Employer contribution to NPERS increase from 8.9688% to 9.8778%  
Employer cost increases to employer paid pension or deferred compensation  
Salary increases for individual employees

Increased costs to the District for each group are as follows:

Certified Administrators: \$163,280

Secretaries: \$87,204

Supervisors/Specialists/Classified Administrators: \$128,020

The current and proposed salary programs are attached.

#### C.3.a. Superintendent's Contract

Alicia Richards

A compensation package increase of 3.47% is being proposed for the Superintendent. The

increase is to cover:

Employer Paid Health Insurance increase of \$200 annually  
Employer contribution to NPERS increase from 8.9688% to 9.8778%  
Inclusion of the professional stipend as provided to other certified employees

Increased costs to the District: \$8,312

The proposed contract includes elimination of PTO replaced by sick leave and vacation governed by policies for other administrators.

The proposed contract is attached.

#### C.4. HVAC Project

Jeff Rippe

The Bellevue Public Schools' Business Department issued an RFP in October, 2011, to determine a cost effective means of upgrading equipment and/or HVAC systems at four school sites: Bellevue East and Bellevue West High Schools, Avery Elementary, and CHAP Center. In November, 2011, Board members received a report on the RFP to be issued regarding the analysis and recommendations for improvements of HVAC systems at the four school sites. At the December, 2011, Board meeting a report on the bids was presented to the Board and a contract was awarded to Engineering Technologies Incorporated for \$32,700 to conduct an analysis and make recommendations for improvements at the four school sites.

Mr. Harwood provided Board members an update on the project in January. Engineering Technologies Incorporated presented their analysis study results and the options available at each school site in February. In March, 2012, Mr. Harwood presented his recommendations for the four school sites. It was decided to begin the project at Bellevue West High School and design plans were begun.

Tonight, Jeff Rippe will discuss the next steps and bidding process.

Attached is the bidding sheet with the dollar amounts for the base and all alternate bids and a recommendation letter from ETI.

#### C.5. Pearson Partnership

Frank Harwood

During the 2011-2012 school year, Bellevue Public Schools implemented a new math curriculum with instructional materials and professional development from Pearson. Although no implementation of this magnitude happens without challenges, this implementation was very successful. The combination of user-friendly materials with curriculum alignment and quality instructional practices resulted in significant improvements in our students' achievement in math.

Bellevue Public Schools has been in conversation for the past year about ways to partner to mutual benefit. The result of those conversations is attached as the proposed contract. This contract would afford Bellevue Public Schools the 2012 pricing on Pearson materials for the

next seven years along with discounts on professional development, software and shipping. Bellevue Public Schools would commit to purchasing Pearson materials for curriculum adoptions in reading/language arts, social studies, and science if purchased during this time frame. If Bellevue Public Schools decides that Pearson cannot provide materials that are needed, we can supplement with other materials or move away from the partnership with no financial responsibility.

This partnership will result in significant cost savings on quality curriculum materials. To date we have been very happy with the products and services provided by Pearson and see several advantages to providing core curriculum from one vendor. Having a common format and web-based tools will benefit staff, parents, and students. Pearson is an industry leader in customizing materials for specific district use. Overall, this agreement has the potential to save Bellevue Public Schools a significant amount of money on products that we will need to purchase.

#### D. Commendations

##### D.1. \*Bellevue Public Schools Receives Recognition

The Bellevue Public Schools was recognized for their exemplary support of guard and reserve employees by the national chair and executive director of the Employer Support of the Guard and Reserve. The Bellevue Public Schools recognizes the sacrifices these employees make by serving in the Guard and Reserve.

#### E. Information Items

##### E.1. Board of Education Goals

Frank Harwood

At the July 28, 2012, Board Retreat, the Board discussed the 2011-2012 goals and began selection of the 2012-2013 goals. During the discussion, four areas emerged as the primary focus of the Board for the 2012-2013 school year: Student Achievement, Resource Allocation, Attendance Boundaries and Building Capacity, and Community Partnerships.

Tonight the Board will discuss the four goals and the proposed plan of action. The plan will then be presented for approval at the October meeting of the Board.

Attached are the proposed Goals for 2012-2013.

#### F. Learning Community

Nina Wolford

An oral report will be provided on the recent meetings of the Learning Community.

G. Public Comment Period

John Stewart - Transparency

Regis Urschler - BPS Policy

H. Board of Education Member Reports on Meetings They Have Attended

I. Future Business

Alicia Richards

September 19, *NASB Metro Area Membership Meeting, LaVista Conference Center*

October 4, *Custodians Day*

October 8, *Board of Education Meeting, Welcome Center, 6:30 p.m.*

J. Executive Session

Alicia Richards

Adjourn to executive session to consider matters relating to strategy sessions with respect to negotiating with outside agencies which are necessary to be considered in closed session for the protection of the public interest.