

Board of Education Meeting Agenda
Monday, June 9, 2014 6:30 PM
Bellevue Public Schools Welcome Center
2600 Arboretum Drive
Bellevue, NE 68005

A. Early State Aid Resolution

Frank Harwood/Susan Brooks

Bellevue Public Schools is eligible to receive a lump sum payment of 50% of its 2014-15 Certified State Aid in September. Due to the loss of “Highly Impacted” federal funding, cash flow is a concern as we enter into the new fiscal year. This early receipt will help ease cash flow through the first half of the year.

Administration's Recommendation: Approve a resolution to request the early receipt of 50% of 2014-15 Certified State Aid from the Nebraska Department of Education.

B. Early State Aid Resolution

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C. Early State Aid Resolution

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D. Early State Aid Resolution

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Administration's Recommendation: Approve a resolution to request the early receipt of 50% of 2014-15 Certified State Aid from the Nebraska Department of Education.

A. Routine Business

A.1. Call to Order
Nina Wolford

A.2. Roll Call
Board Secretary

A.3. Open Meetings Law
Nina Wolford

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.4. Pledge of Allegiance
Nina Wolford

B. Consent Agenda
Nina Wolford

Administrative Recommendation: Approve by consent items in section B and C of the Agenda identified with an asterisk and receive the information and proposals in sections D and E identified with an asterisk.

B.1. *Approval of Minutes
Judy Potter

The attached Minutes of the May 5, 2014, Board of Education meeting were sent to all members of the Board of Education for review.

Administrative Recommendation: Approve the Minutes of the May 5, 2014, Board of Education meeting.

B.2. *Treasurer's Report
Susan Brooks

Administrative Recommendation: Acknowledge receipt of the Treasurer's Report for May, 2014.

B.3. *Payment of Claims
Jeff Rippe

Administrative Recommendation: Approve the payment of claims totaling \$1,450,603.86.

B.4. *Release from Contract
Sharra Smith

Administrative Recommendation: Release: (1) Dwayne Chism from his contract effective June 30, 2014, and (2) Derek Babb, (3) Anne Daly, (4) Joel Dix, (5) Justin Hayes, (6) Kelley Leidenthal, (7) Kalli Lemley, (8) Shelly Leyden and (9) Anna Thoma from their contracts effective May 22, 2014.

B.5. *Election of New Teachers

Sharra Smith

Administrative Recommendation: Elect (1) Amber Dembowski and (2) Nikole Schubauer to the certified staff for the 2014-15 school year effective July 1, 2014, subject to their release from any contractual agreements with other school districts and (3) Ronda Aken, (4) Dane Bacon, (5) Tiffany Beedle, (6) Hannah Clark, (7) Merlin Eudy, (8) Mariah Fuchs, (9) Ashley Gartner, (10) David Gifford, (11) Juanita Jenison, (12) Stephanie Jones, (13) Nathan Krauel, (14) Sarah Mauch, (15) Barbara Menning, (16) Meredith Mills, (17) Richard Mintken, (18) Amanda Monk, (19) Brooke Preston, (20) Jeremiah Saffold (21) Ruth Sherrard, (22) Chelsey Speakman, (23) Megan Steube, (24) Brandon Stickley, (25) Dustan Vallinch, (26) Santha Walters and (27) Sara Zajicek to the certified staff for the 2014-15 school year effective August 7, 2014, subject to their release from any contractual agreements with other school districts.

C. Action Items

C.1. Non-Union Staff Salary Programs

Frank Harwood

Each year the Board of Education considers the compensation package for non-union employee groups. This year an increase of 2.30% as well as some benefit changes are being proposed for three non-union employee groups: Certified Administrators (B), Secretaries (E), and Supervisors/Specialists/Classified Administrators (K). An increase of five dollars to the base daily rate and some benefit changes are being proposed for Substitute Teachers (S). Other non-union groups would maintain current salary programs: Part Time and Temporary Staff (T) and Adult Basic Education Instructor (Z).

Changes to Compensation Packages:

Salary increases for individual employees (B, E, K, S)

Employer paid Health Insurance increase of \$120 annually per eligible participating employee (B, E, K)

Change employer paid pension plan from an IRA to 403b type account, increasing the number of hours required for eligibility (B, E, K, S)

Employer cost increases to employer paid pension or deferred compensation (B, E, K, S)

Change from number of periods to hours worked for the calculation of half/full days for Substitute Teachers at the middle and high school levels (S)

Elimination of Long Term Care as an employer paid benefit (B)

Discontinue the Severance Service benefit for new hires (B)

Create a certified administrator contract to differentiate between administrative and non-administrative certificated staff (B)

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

Certified Administrators: \$105,037

Secretaries: \$43,476

Supervisors/Specialists/Classified Administrators: \$68,348

Substitute Teachers: \$27,000 (offset by change to employer paid pension plan and half/full day calculation)

The current and proposed salary programs are attached.

Superintendent's Recommendation: Approve the proposed non-union compensation packages as presented.

C.2. Facilities Study Contract

Jeff Rippe

As has been discussed, the reduction in Federal Impact Aid will significantly reduce funds available. This reduction will change the way Bellevue Public Schools plans for and funds facility repairs and improvements. An important aspect of planning for facility needs is to have a comprehensive assessment of all district facilities. This information will be crucial in order to direct limited funds where most needed. Attached is the contract with Jacobs.

Administrative Recommendation: Approve the contract for a facilities study with Jacobs at a total cost of \$200,000.

C.3. 2014-2015 and 2015-2016 School Calendars

Jeff Rippe

As part of the negotiated agreement that was ratified by the teachers and the Board of Education, an additional non-student day will be added to the teacher contract starting in the 2014-15 school year. The additional day will be used for professional development. The Board of Education has asked that a survey be conducted to get input on the various options. The results of the survey are attached and will be presented.

Also attached are the proposed 2014-15 and 2015-16 calendars.

Administration's Recommendation: Based on the results of the survey, the administration recommends that the additional professional development day for the 2014-15 calendar be on January 2, 2015. For the 2015-16 calendar, the administration recommends the additional professional development day be on January 4, 2016, with the last student day moved to May 20, 2016, and the last teacher day moved to May 23, 2016.

C.4. Activities Fees Proposal

Jeff Rippe

As part of the discussion regarding future revenue considerations, there is a need to start charging students for admission into extra-curricular events at the high schools. Attached is a copy of the proposed charges and options for those students who choose to attend events. The activity pass option gives students an opportunity to attend events at a very low cost and is comparable to other Metro school districts.

Administrative Recommendation: Approve the proposed activities fees for 2014-15.

C.5. *Board Policies for Approval

Frank Harwood

The Board reviewed revised Board Policy 503.04, Attendance Policy, and proposed Board Policy, Homeless Children, at the May 5, 2014, Board meeting. The attached Board Policies are presented tonight for final approval.

D. Commendations

D.1. *Congressional Award Program Advisor of the Year

Congratulations to Julie Sorensen, Bellevue West Career Center, for receiving the Congressional Award Program Advisor of the Year. Attached is a letter of congratulations from Congressman Jeff Fortenberry.

E. Information Items

E.1. Instructional Coaching

Todd Tripple

Mr. Tripple will share information about the Bellevue Public Schools' elementary instructional coaching program. Instructional coaches are onsite professional developers who support educators to implement evidence-based teaching practices to enhance student learning.

E.2. Back-to-School Schedule

Kim Bodensteiner

Ms. Bodensteiner will present the August 4 - 11 schedule of back-to-school activities for new and returning certified staff.

E.3. Education Committee Survey

Frank Harwood

In response to the enactment of LB 1103 this past legislative session, the Education Committee of the Nebraska Legislature is developing a common statewide vision for education in Nebraska. The vision will eventually consist of "aspirational goals, visionary objectives, meaningful priorities, and practical strategies," and will help current and future policy makers identify priorities.

As a first step, the Committee has identified an initial vision, mission, and goals. They are conducting a public survey of this initial draft in order to receive feedback.

E.4. Board Policies for Review

Frank Harwood

Attached are revised Board policies 202.02, Conflicts of Interest, 202.01, Code of Ethics for Board Members, and 1005.11, Advertisements.

These Board Policies are presented tonight for review with approval scheduled for the July Board meeting.

E.5. *Multicultural Education Program Evaluation
Julee Sauer

Nebraska Department of Education Rule 10 requires that the District Multicultural Education Program include arrangements to "Provide an annual status report of multicultural education to the local board of education" and "By November 1, 1995, and annually thereafter, each school district shall present evidence, in a form prescribed by the Department, that multicultural education is being taught to students in accordance with the multicultural program approved in 004.01F."

Curriculum: The District curriculum guides incorporate multicultural education. To ensure that the multicultural curriculum was implemented, teaching staff signed a "Verification of Completion" form on which the teachers indicated that they taught the appropriate multicultural concept activities in the curriculum. These forms were then submitted to the building principals.

Attached is a copy of the "Verification of Completion" form that teachers sign and copies of "Statement of Assurance" forms signed by each principal. This form is an assurance that the required multicultural education curriculum activities, or approved alternatives, were conducted in the principals' buildings.

Professional Development: Providing professional development opportunities for staff members is also required by Rule 10. Nebraska teacher certification requires a human relations course. In addition, the District has a process for provision of professional development in multicultural education including professional development for administrators, teachers, and support staff which is congruent with the District and program goals. Classes and workshops related to multicultural education were available for staff through the ESU, as well as area colleges and universities. The Curriculum Development Model and New Teacher Induction Program both address concepts and the importance of Multicultural Education.

F. Public Comment Period

Public Comment pertaining to items not otherwise on the Agenda must be submitted to the Secretary of the Board five days prior to the Board meeting. There were no items submitted for Public Comment for this meeting.

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

Learning Community - Nina Wolford

NASB Board of Directors - Nina Wolford

BPS Foundation - Doug Cook, Lisa Rybar, Frank Kumor

MABE - Cindy Copich

NASB Legislative Committee - Cindy Copich

Board Policy Review Work Group - Cindy Copich, Doug Cook, Nina Wolford

District Safety Committee - Doug Cook

H. Future Business

Nina Wolford

July 7 Board of Education Meeting, Welcome Center, 6:30 p.m.

I. Executive Session

Nina Wolford

Adjourn to Executive Session to consider matters relating to strategy sessions with respect to personnel which are necessary to be considered in closed session for the protection of the public interest and for the needless injury to the reputation of an individual.