

Special Committee of the Whole Meeting of the
Kearney Public Schools Board of Education
Wednesday, June 7, 2023 5:00 PM
1st floor Administration Building Conference
Room
320 W 24th St
Kearney, NE 68845-5331

1. Call to Order

2. Open Meetings Act Announcement

This is an open, public meeting and a copy of the Open Meetings Act is posted in this room.

3. Roll Call

4. Approval of Agenda

Move to approve the agenda for the meeting, as presented.

5. Agenda -

5.A. Review of Anti-Bullying Policy

5.B. Review of Professional Boundaries Between Employees and Students Policy

5.C. Preview of Agenda for the June 12, 2023 Regular Board of Education Meeting -

5.C.I. Recognition of Jack Dahlgren & Zack Watson

5.C.II. Legislative Wrap-up

5.C.III. Follow-up report from President Blessing & Superintendent Mundorf on the
NASB Legislative Delegation Trip to Washington, D.C.

5.C.IV. NASB Legislative Report

5.C.V. Approval of KHS FBLA Trip to National FBLA Fall Leadership Conference in
Dallas, TX, November 16-19, 2023

5.C.VI. Certificated Employment Adjustments for Julie Bauer and Jodie Sams

5.C.VII. Approval of Purchase Agreement for Sale of Construction Technology Class
Project House

5.C.VIII. Acceptance of Bid for Prime Food Service

- 5.C.IX. Acceptance of Retirement Resignation of Julie Everett
- 5.C.X. Approval of Certificated Employment Recommendations
- 5.C.XI. Closed Session for the Purpose of Conducting a Performance Evaluation of the Superintendent
- 5.D. Naloxone in Schools Policy
- 5.E. HAL Policy 5412 Revision
- 5.F. Release from Contract Policy 4106 Revision
- 5.G. UNK/KPS Montessori Project Potential
- 5.H. Negotiated Agreement/HR Questions
- 5.I. Board Meetings at UNK's Regional Engagement Center
- 5.J. Windy Hills Project Update
- 5.K. Community Board Membership & Fiscal Support
- 5.L. Budget Forecasting for 2023-2024
- 5.M. Finalize Summer Board Retreat Agenda Topics

6. Closed Session

Move to closed session for the purpose of discussion of possible land acquisition.

7. Return to Open Session

Move to return to open session.

8. Adjournment

Move to adjourn the meeting.

Students

Anti-Bullying

One of the missions of the District is to provide a physically safe and emotionally secure environment for students and staff.

The administration and staff are to implement strategies and practices to reinforce and encourage positive behaviors by students. Positive behaviors include non-violence, cooperation, teamwork, understanding, and acceptance of others.

The administration and staff are to implement strategies and practices to identify and prevent inappropriate behaviors by all students, including anti-bullying education for all students. Inappropriate behaviors include bullying, intimidation, and harassment. Bullying means: any ongoing pattern of physical, verbal, or electronic abuse on school grounds, in a vehicle owned, leased, or contracted by the school being used for a school purpose by a school employee or designee, or at school-sponsored activities or school-sponsored athletic events.

The school district shall review the anti-bullying policy annually.

Legal Reference: Neb. Rev. Stat. § 79-2137
 Student Discipline Act, Neb. Rev. Stat. §§ 79-254 to 79-296
 NDE February 2003 State Board Action; Reaffirmed December
 2005

Policy adopted: 8/14/17

KEARNEY PUBLIC SCHOOLS
KEARNEY, NEBRASKA

Personnel

Professional Boundaries Between Employees and Students

All employees are expected to observe and maintain professional boundaries between themselves and students. A violation of professional boundaries will be regarded as a form of misconduct and may result in disciplinary action.

The following non-exclusive list of actions will be regarded as a violation of the professional boundaries that employees are expected to maintain with a student:

- Using e-mail, text messaging, instant messaging or social networking sites to discuss with a student a matter that does not pertain to school-related activities, such as the student's homework, class activity, school sport or club, or other school-sponsored activity. Electronic communications with students are to be sent simultaneously to multiple recipients, not to just one student, except where the communication is clearly school-related and inappropriate for persons other than the individual student to receive (for example, e-mailing a message about a student's grades).
- Engaging in social-networking friendships with a student on any networking site. Material that employees post on social networks that is publicly available to those in the school community must reflect the professional image applicable to the employee's position and not impair the employee's capacity to maintain the respect of students and parents or impair the employee's ability to serve as a role model for children.
- Engaging in sexual activity, a romantic relationship, or dating a student or a former student within one year of the student graduating or otherwise leaving the District.
- Making any sexual advance - verbal, written, or physical - towards a student.
- Showing sexually inappropriate materials or objects to a student.
- Discussing with a student, sexual topics that are not related to a specific curriculum.
- Telling sexual jokes to a student.
- Invading a student's physical privacy (e.g., walking in on the student in a restroom).
- Hugging or other physical contact with a student that is initiated by the employee when the student does not seek or want this attention.
- Being overly "touchy" with a specific student.
- Allowing a specific student to get away with misconduct that is not tolerated from other students, except as appropriate for students with an IEP or 504 Plan.
- Discussing with the student the employee's problems that would normally be discussed with adults (e.g., marital problems).
- Giving a student a ride in the employee's personal vehicle without express permission of the student's parent or school administrator unless another adult is in the vehicle

- Taking a student on an outing without obtaining prior express permission of the student's parent or school administrator.
- Inviting a student to the employee's home without prior express permission of the student's parent and school administrator.
- Going to the student's home when the student's parent or a proper chaperone is not present.
- Giving gifts of a personal nature to a specific student.
- Discussing alcohol, tobacco, or other illicit drugs in a non-instructional setting, such as describing a party that the employee attended.
- Discussing another student's or employee's personal matters when it is not appropriate outside of the instructional setting.
- "Grooming", which includes building trust with a student and individuals close to the student in an effort to gain access to and time alone with the student, with the ultimate goal of engaging in sexual contact or sexual penetration with the student, regardless of when in the student's life the sexual contact or sexual penetration would take place.

Appropriate exceptions are permitted to the foregoing for legitimate health or educational purposes and for reasons of family relationships between employees and their children who are students in the District.

A staff member seeking an exception must receive advance approval from his or her administrator. If a staff member is unable to communicate with an administrator in advance (such as in the event of an emergency), the staff member must notify the administrator as soon as possible, but not later than 24 hours immediately following the event.

Any person who suspects a District employee of engaging in any prohibited conduct under this policy, including grooming, should contact the Superintendent as soon as practical.

An employee who violates this policy may face discipline, up to and including termination of employment, and may be referred to the appropriate certification or credentialing agencies for further discipline.

A violation of this policy will result in referral to the Department of Health and Human Services, law enforcement, or both.

Legal Reference: LB1080 (2020)

Policy adopted: 8/14/17
revised: 11/9/20

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Students

High Ability Learners

The Board of Education recognizes that the student population includes students with exceptional academic abilities.

Learners with high ability shall be identified in the academic areas of math, language, and reading. Identification of learners in grades 3-8 with high ability in the specified areas shall be based on the criteria listed below. Students meeting any one of the following criteria shall be identified as high ability learners.

- ~~97th percentile or above on the Spring Measures of Academic Process (MAP) Language assessment~~
- 97th percentile or above on the Spring (MAP) Mathematics assessment **administered by the district.**
- 97th percentile or above on the Spring (MAP) Reading assessment **administered by the district.**

A listing of students who meet the district criteria for learners of high ability and their area of high ability shall be made available to classroom teachers, by school district administration, within the first thirty (30) days of each school year. **New students to the district will be accepted into the district's (HAL) program after providing evidence of scoring at the 97th percentile or higher on the previous district's summative assessment in previous years. New applications for the (HAL) program will be reviewed with acceptance or denial into the program communicated by district administration. Final determination will be made by the Superintendent and/or his/her designee.**

Within the first thirty (30) days of each school year, the school district administration shall notify parents or guardians of identified high ability.

The administration shall implement the district wide plan for learners with high ability, as such plan is modified from time to time, in accordance with applicable laws and regulations.

Legal Reference: Neb. Rev. Stat. §§ 79-1106 to 79-1108.03
NDE Rule 3

Policy adopted: 8/14/17
revised:

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