

Board of Education Work Session

October 28, 2013 7:00 PM

Board Room, Central Services Building
765 Main St
Springfield, NE 68059

Agenda

- I. Meeting Roll Call
- II. Notice of Open Meetings Act - Posted
- III. Public Comment
- IV. Items for Discussion (Discussion Only)
 - IV.A. Bond Information
 - IV.B. Voluntary Separation Programs
- V. Future Planning
- VI. Executive Session
 - VI.A. Negotiations on certified agreement 14-15
 - VI.B. Superintendent Evaluation
 - VI.C. Return from Executive Session
- VII. Adjourn



Facility Improvement Projects
Bond Election- November 12, 2013

How did we get to this point?

- **Facility Audit was completed by DLR Group last spring**
- **6 public meetings to review facility needs**
- **Meetings with staff to review needs in each school.**
- **Projects have been developed to address the needs at each school.**

CURRENT ISSUES

Safety and Security Issues:

- **Open classrooms at Westmont & Platteview Central JH**
- **Lack of tornado safe shelters at schools**
- **Front entries lack direct supervision by administration**
- **Traffic flow and parking issues at each school**
- **Portable classrooms located outside school buildings**
- **Walking between HS and JH**
- **Playground surfaces are deteriorating and cracked**

CURRENT ISSUES

Academic/Program Needs:

- Science classrooms at HS/JH are in need of upgrades with collaborative space and equipment**
- Special Education classrooms are missing life skill components**
- Locker rooms at the high school haven't been updated since they were first built in the 60's. Roof leaks have caused structural deterioration of roof deck in the old section of HS**
- Media centers at HS and Springfield Elementary do not meet the needs of 21st century learning**
- Preschool students currently located at Junior High building**
- Elem. music rooms are not ADA accessible and are too small**

CURRENT ISSUES

Operations/ Infrastructure:

- Original HVAC systems are inefficient and lack ventilation for good air quality**
- Original electrical systems are costly to repair and keep running**
- Telephone and Intercom systems need replacement**
- Parking spaces are limited, traffic flow at each school a problem**
- Pavement at all buildings is deteriorating & needs replacement**

CURRENT ISSUES

Operations/ Infrastructure:

- Original lighting systems are inefficient at each school**
- Original exterior windows & skylights need replacing**
- HS/JH sewage lagoon system needs renovation and resealed**

Review of Design Ideas

FACILITY AUDIT & MASTER PLAN STUDY



Springfield Elementary School
Springfield, Nebraska

Existing Site Plan



Review of Design Ideas

FACILITY AUDIT & MASTER PLAN STUDY



8 AUGUST 2013

Springfield Elementary School
Springfield, Nebraska

Concept Site Plan



Review of Design Ideas

FACILITY AUDIT & MASTER PLAN STUDY



■ New Addition
■ Remodeled / Repurposed Area

North
0' 15' 30'
3 SEPTEMBER 2013

Review of Design Ideas

FACILITY AUDIT & MASTER PLAN STUDY



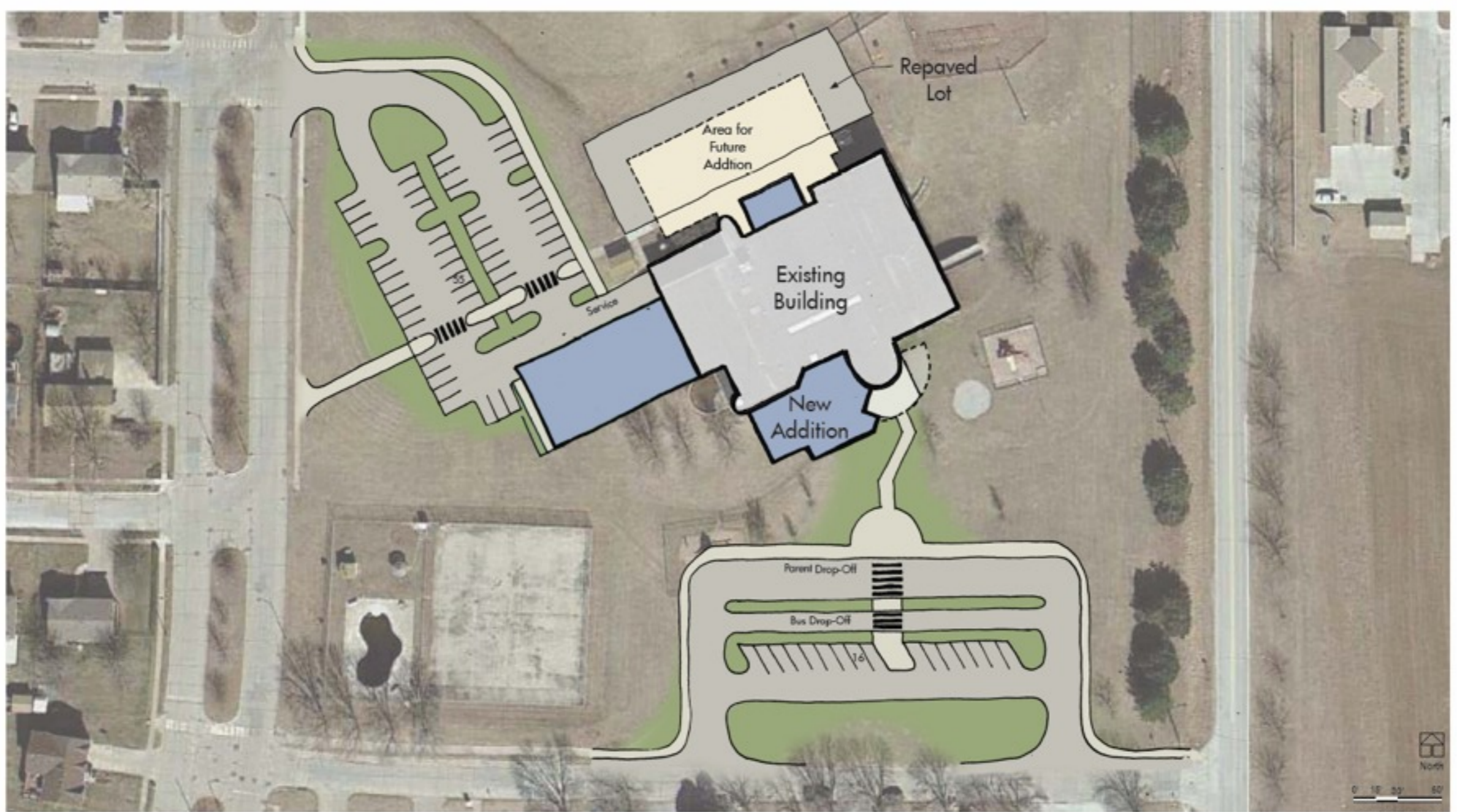
Westmont Elementary School
Omaha, Nebraska

Existing Site Plan



Review of Design Ideas

FACILITY AUDIT & MASTER PLAN STUDY



8 AUGUST 2013

Westmont Elementary School
Omaha, Nebraska

Concept Site Plan



Review of Design Ideas

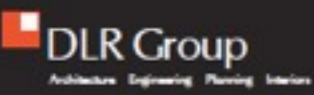
FACILITY AUDIT & MASTER PLAN STUDY



3 SEPTEMBER 2013

Westmont Elementary School
Omaha, Nebraska

Concept Floor Plans - Remodel & Additions



Review of Design Ideas

FACILITY AUDIT & MASTER PLAN STUDY



Platteview Senior High School & Platteview Central Junior High School
Springfield, Nebraska

Existing Site Plan



Review of Design Ideas

FACILITY AUDIT & MASTER PLAN STUDY



3 SEPTEMBER 2013

Platteview Senior High School & Central Junior High School
Springfield, Nebraska

Concept Site Plan - Option A



Review of Design Ideas

FACILITY AUDIT & MASTER PLAN STUDY



Review of Cost

FACILITY AUDIT & MASTER PLAN STUDY

Bond Costs:

\$35.7M

- Remodel and additions to both Elementary buildings
- Renovate and additions at Junior High
- Renovate and Media / entry addition at High School

Tax Impact:

- 24.5 cent increase on levy
- \$20.41 per month on \$100,000 of home/ag value

2012-13 Tax Rates in Each District:

School District	Tax Levy	School District	Tax Levy
GRETNA	\$1.3901	LOUISVILLE	\$1.1972
BENNINGTON	\$1.3900	NORRIS	\$1.1888
ELKHORN	\$1.3150	BLAIR	\$1.1858
WESTSIDE	\$1.3006	FT. CALHOUN	\$1.1270
PAPILLION- LAVISTA	\$1.2559	D.C. WEST	\$1.0960
RALSTON	\$1.2324	SPRINGFIELD PLATTEVIEW	\$1.0796
MILLARD	\$1.2100	BELLEVUE	\$1.0493
OMAHA	\$1.2046		

Questions and Discussion

FACILITY AUDIT & MASTER PLAN STUDY



PERSONNEL

Voluntary Separation Program

Purpose

The purpose of Voluntary Separation Program (VSP) is to provide certified personnel, meeting certain qualifications of years of service within the district, an opportunity to accept voluntary separation earlier than normal retirement. "Certified Personnel" is defined for this policy as teachers (preschool, classroom, specialist), counselors, psychologists, media specialists, speech pathologists, and administrators employed by the district.

Offer

On or before January 1 each school year, the Board of Education will decide if they will offer the Voluntary Separation Incentive or there are any limits to participation for that current school year. The district will notify certified staff members when that decision is made. If the Board does not act to offer the program before January 1, it is assumed the program will not be offered that school year.

Eligibility

Employment in the South Sarpy School District #46 for twenty (20) years as a certified staff member is required for participation. Part time employees will be figured at the individual FTE in determining credit.

Sabbatical, medical, and other leaves of absence approved by the Board of Education do not constitute creditable service for the voluntary separation program.

Creditable service is defined in accordance with the creditable service requirements of the Nebraska State Retirement System rounded down to the nearest full year.

An employee may participate in the Voluntary Separation Program only once.

An employee receiving benefits from the Long Term Disability plan is not eligible during that time.

An employee who has received written notice that his/her principal or supervisor does not intend to continue the employee's contract past the end of the current school year is not eligible.

Participation

The district shall notify all employees who are eligible for the voluntary separation incentive on or before January 15 and any deadlines for declaring participation in the voluntary separation program. No employee will be asked to decide voluntary separation participation without at least 45 days of notice.

The employee must declare his/her intent to participate in the voluntary separation program within 45 days from the notice. The employee must complete the VSP Application form. Any exceptions may be made with Board of Education approval.

Limits of Participation

The Board of Education, in its sole discretion, reserves the right to limit participation in the VSP based on district financial issues. If limits are necessary, the Board will determine the number of incentives to be offered, and notify certified staff members on or before January 1.

The Board will grant a preference if more applications are submitted than available incentives, to longest continuous service in South Sarpy School District #46. In case of a tie, preferences will be decided, in order of importance, to 1) cost of staff member's schedule salary; 2) state and federal regulations, which may mandate certain employment practices; and 3) educational programs to be offered by the district.

Voluntary Separation Incentive

The participant receives payment based upon his/her last scheduled salary only, not including extended contracts, extra duty, etc.

Each payment will be equal to the percentage shown in the Voluntary Separation Incentive Distribution Table. Such payments shall be made annually for five years. (See following table.)

Voluntary Separation Incentive Distribution

<u>Years of Service as of Aug. 1</u>	<u>Distribution</u>
20-24	22% per year for 5 consecutive years
25 or more	25% per year for 5 consecutive years

The first VSP incentive payment will be made September 20th in the year of separation. The remaining payments will be made on the anniversary of the first payment, until the full amount is paid.

If the participant is 55 years or older, the participant may elect to have the VSP incentive payments paid to a TSA account. Some restrictions apply. The payment shall be made directly to the participant if younger than 55 years.

Beneficiary

In the event of death of the participant during voluntary separation incentive period, the balance of the voluntary separation benefit due will be paid in one lump sum to the participant's beneficiary(ies) or estate at the next scheduled payment date.

Unused Sick Leave

Any teacher exercising this voluntary separation program will receive a payment equal to one half (1/2) of his/her accumulated sick days times (X) the current rate of substitute pay. This payment will be made in a September payment following the conclusion of his/her teaching for the district. This payment will be made only once.

Date of Adoption: September 10, 2007

Last Revision: November 8, 2010

Last Review: _____

Legal Reference



**Board of Education
Future Planning
October 28, 2013**

1. 11/11/13- Veteran's Day program at the high school 10 AM
2. 11/11/13- Regular Board Meeting 7 PM; Site Committee 6 PM, Finance 6:30 PM
3. 11/12/13- Bond Election; results are in by 7 PM
4. 11/13/13- Interim Study Hearing on Boundaries
5. 11/20/13- Foundation Board Meeting 7:30 AM
6. 11/20-22/13- State Conference at Embassy Suites La Vista
7. 11/25/13- Board Work Session 7 PM
8. 11/28-29/13- Thanksgiving- No School
9. 12/9/13- Regular Board Meeting 7 PM: 6 PM- Policy, 6:30 PM- Finance