

Special Board Meeting
March 19, 2020, at 7:00 PM
Southern School District

Notice is hereby given of a meeting of the Board of Education, Southern School District #1 on March 19, 2020, at 7:00 PM at Southern Jr./Sr. High School Board Room in Wymore. A current agenda is also available at the office of the Superintendent.

I hereby certify that the above notice was posted in three public places as follows:

Southern Elementary School

Southern Jr./Sr. High School

U.S. Post Office in Wymore

- I. Call Meeting to Order
 - A. Roll Call
 - B. Motion to excuse Jim Zvolanek
 - C. Notice of Nebraska Open Meetings Act Posted
- II. Approval of Minutes from the March 9, 2020, Regular Board Meeting
- III. Items for Discussion, Consideration, and/or Action
 - A. Food Services During a Closure
 - B. 9 Month & 10 Month Employee Pay During a Closure
 - C. Addendum to the 2019-2020 Negotiated Agreement Regarding Sick Leave for Teachers
 - D. Emergency Declaration for the Purpose of Delegating Greater Authority to the Superintendent to Address Business Operations of the School during a Coronavirus Outbreak and School Closure
 - E. Review, Consider, and Award the Bid for the Press Box Project

F. Review, Consider, and Take Action on a Construction Contract for the Press Box Project

G. Executive Session

IV. Adjournment

Notice of Special Board Meeting
March 19, 2020, at 7:00 p.m.
Southern School District #1

Notice is hereby given of a special meeting of the Board of Education, Southern School District #1 on March 19, 2020, at 7:00 p.m. at Southern Jr./Sr. High School Board Room in Wymore. A current agenda is also available at the office of the Superintendent.

I hereby certify that the above notice was posted in three public places as follows:

Southern Elementary School
Southern Jr./Sr. High School
U.S. Post Office in Wymore

- I. Call Meeting to Order
 - A. Roll Call
 - B. Notice of Nebraska Open Meetings Act Posted
- II. Approval of Minutes from the March 9, 2020, Regular Board Meeting
- III. Items for Discussion, Consideration, and/or Action
 - A. Food Services During a Closure
 - B. 9 Month & 10 Month Employee Pay During a Closure
 - C. Addendum to the 2019-2020 Negotiated Agreement Regarding Sick Leave for Teachers
 - D. Emergency Declaration for the Purpose of Delegating Greater Authority to the Superintendent to Address Business Operations of the School during a Coronavirus Outbreak and School Closure
 - E. Review, Consider, and Award the Bid for the Press Box Project
 - F. Review, Consider, and Take Action on a Construction Contract for the Press Box Project
 - G. Executive Session
- IV. Adjournment

The next Regular Board meeting is scheduled for 7:30 p.m., April 13, 2020, at Southern Jr./Sr. High School Board Room in Wymore. The Board of Education will usually adhere to the sequence of the published agenda, but reserves the right to adjust the order of items if necessary and may elect to amend the agenda as deemed necessary.

MINUTES
BOARD OF EDUCATION
March 9, 2020
7:30 PM

I. Call Meeting to Order

President Dave Zimmerman called the meeting to order at 7:46 p.m. and the following members were present: Angela Meyer, Betsy Frerichs, Carol Pralle, Dave Zimmerman, and Jim Zvolanek. The following administrators were presents: Jerry Rempe, Jeff Murphy, & Christopher Prosocki. The following student board member was present: Aryel Lane.

Reasonable advance publicized notice of the meeting was given according to law by publishing, a designated method for giving notice of the school district. Reasonable advance notice was simultaneously given to board members and a copy of their acknowledgement of receipt of notice and the agenda attached. All proceedings hereafter shown were taken while the convened meeting was open to the attendance of the public.

I.A. Roll Call

I.B. Excuse Emily Shockley

Motion to excuse Emily Shockley due to sickness. This motion, made by Carol Pralle and seconded by Angela Meyer, passed.

Emily Shockley: Absent, Betsy Frerichs: yes, Angela Meyer: yes, Carol Pralle: yes, David Zimmerman: yes, Jim Zvolanek: yes
yes: 5, no: 0, Absent: 1

I.C. Notice of Nebraska Open Meetings Act Posted

President Dave Zimmerman announced that a complete copy of the Nebraska Open Meetings Act is posted in the back of the board of education meeting room.

II. Approval of Minutes from the February 10, 2020, Regular Board Meeting

Motion to approve minutes from the February 10, 2020, Regular Board Meeting. This motion, made by Betsy Frerichs and seconded by Jim Zvolanek, passed.

yes: 5, no: 0, Absent: 1

III. Communications, Audiences, and Recognitions

III.A. Public comments will not be received after this period of time. Public comment period is limited to 5 minutes per person and a total of 30 minutes overall.

IV. Financial Statement: Item for Discussion, Consideration, and/or Action

C.D. Bids for the month were as follows:

Security First Bank, Blue Springs Special Funds 1.80%

Wymore State Bank, Special Funds: 1.89%

IV.A. Approval of Bills

IV.A.1. General Fund, Special Building Fund, Depreciation Fund, and Qualified Capital Purpose Undertaking Fund Claims

Motion to approve the general fund, special building fund, depreciation fund, and qualified capitol purpose undertaking fund claims. This motion, made by Jim Zvolanek and seconded by Carol Pralle, passed.

yes: 5, no: 0, Absent: 1

IV.A.2. Lunch & Activity Claims

V. Support Service

V.A. Facility Update

John Linder provided the school board with a written report over working on summer maintenance plans, carpet replacement over the summer months, replacing exterior Jr./Sr. High School doors that are rusted and not up to code, researching controlled entry equipment as requested by local law enforcement, and a spring parking lot project that Con Pro will be completing at the Jr./Sr. High School.

Dr. Prosocki noted that John Linder is working on setting up some energy audits with Norris Public Power and Johnson Controls in an effort to save on future utilities costs. Lastly, Dr. Prosocki went over the finalized press box plans and he said the bid opening will take place on March 12 at 2:00 p.m.

V.B. Personnel Items

Dr. Prosocki noted that Amanda Moniz recently resigned and TJ Saathoff was hired as a part-time maintenance staff to replace her. Also, next year Annie Manley will be the 3-Year-Old preschool teacher and Amanda Antholz will be the 4-Year-Old preschool teacher and the preschool paras will keep their current assignments (Patty Novotny will still be the 3-Year-Old preschool para and Angela Spencer will still be the 4-Year-Old preschool para).

V.B.1. Resignation

V.B.1.1. Jeff Schiebur - 1.0 FTE - 7-12 Math Teacher at the Conclusion of the 2019-2020 School Year

Motion to approve the resignation of Jeff Schiebur at the conclusion of the 2019-2020 school year. This motion, made by Carol Pralle and seconded by Betsy Frerichs, passed.

yes: 5, no: 0, Absent: 1

The school board accepted the resignation of Jeff Schiebur at the conclusion of the 2019-2020 school year with regrets. The school board wanted to thank Jeff for his years of service to Southern Public Schools.

V.C. Technology Update

Dr. Prosocki went over the preliminary technology budget for the 2020-2021 school year, which is around \$95,000 for hardware, software, and infrastructure costs. The overall technology budget will be up around 5% from the previous year and all of the hardware purchases will be based on the district's strategic plan for the acquisition of technology to improve student learning

(The technology committee crafted this strategic plan). Dr. Prososki also noted this budgeted amount does not include the cost of minimal repairs to laptops, projectors, and other technology items throughout a given school year. Next, Dr. Prososki gave an update on the current technology devices in the district. Southern has 200 technology devices at the Jr./Sr. High School (Currently, we have 183 Jr./Sr. High School students) and we have 182 devices at the Elementary School (Currently, we have 177 Elementary School students). Southern has more than one device for every student at both schools.

VI. Administrative and Committee Reports

VI.A. Student Board Member Report

The student board member reported on the following items: the completion of winter sports and the start of spring sports, cheerleading placing second in state cheer, Braden Klover placing at state wrestling, Doug Rainey making it to state wrestling, and quiz bowl radio competition.

VI.B. Elementary Principal's Report

The elementary principal reported on the following items: current enrollment figures (3-Year-Old Preschool = 9, 4-Year-Old Preschool = 20, K = 26, 1 = 23, 2 = 23, 3 = 25, 4 = 19, 5 = 34, 6 = 28), an 81% attendance rate at parent teacher conferences, getting ready for spring testing (NSCAS, MAP, & DIBELS), spring sports starting on March 2 (Golf & Track), and 6th grade field trip to Worlds of Fun on May 21.

VI.C. Secondary Principal's Report

The secondary principal reported on the following items: current enrollment figures (7 = 32, 8 = 28, 9 = 32, 10 = 24, 11 = 27, 12 = 39), quiz bowl, Pioneer Conference Academic Team, state testing, 40% attendance rate at parent teacher conferences, plant sale by the agriculture classes, taking agriculture students to a local farm, honor roll, and working on the 2020-2021 Jr./Sr. High School master schedule.

VI.D. Superintendent's Report

Dr. Prososki went over the 2019-2020 teacher vacancy survey that was conducted in the fall of 2019 by the Nebraska Department of Education and he said Southern will be switching from Eakes printers & copiers to Capital printers & copiers over the summer months. The new printers and copiers will be of better quality than our current setup and it will save the district around \$13,000 a year or \$65,000 in five years. Next, Dr. Prososki went over a letter that was sent home with parents and put on the district website regarding the Coronavirus. Next he noted on March 8, 2020, all Nebraska superintendents met with the commissioner of education, Dr. Matt Blomstedt and the state's chief medical officer, Dr. Gary Anthonie, regarding an update on the Coronavirus in Nebraska. Dr. Anthonie told superintendents across the state to not worry about students getting the Coronavirus and it has not affected anyone under the age of 20 years old. Dr. Anthonie noted that schools in Fremont were closed because they were worried about staff members, parents, and grandparents getting the virus and not students. Dr. Prososki noted that all Nebraska superintendents will be meeting with Dr. Anthonie every Sunday. Dr. Prososki gave the board an update on LB 974 and said if it passes, the district will lose around \$250,000 to \$300,000 and if projected revenue does not come in as planned because of an economic downturn caused by the spread of the Coronavirus, the district would lose a substantial amount more than \$300,000. Also, under LB 974, the district would not be allowed to build any new structure like a green house or a storage shed without the vote of the people, even if the entire project is funded by grant proceeds. Dr. Prososki noted that superintendents across the state of Nebraska have lost faith in our rural senators as it relates to LB 974. Dr. Prososki went over the 2019-2020 Multicultural Education Report and he went over the Opening Days Schedule for 2020-2021 school year. Next, Dr. Prososki went over the presenters for next school year and in

an effort to be proactive, Dr. Prososki said Bobby Truhe of KSB School Law will be out again to complete a presentation over Digital Citizenship/Hot Topics in Education. Dr. Prososki went over the district's property tax request and state aid comparison for the 2012-2020 school years and he went over how the district's financial situation has changed over the past 4 years (State aid is not making up the difference when it comes to the loss of property tax revenue). Dr. Prososki gave the board an update on Rule 91 (Pupil transportation), he noted that he completed the Small, Rural School Achievement grant and the district will receive \$26,439, and he gave the board an update on staff salaries and benefits for the 2020-2021 school year. He noted that staffing costs will increase by \$137,686 for next year and 85% of the school's budget is made up of personnel costs (Staff salaries and benefits will cost the district around \$5.2 million dollars next year and pending 974 does not pass, the district overall budget will around \$6.1 million dollars). Lastly, Dr. Prososki said that state aid will not be certified on March 1 because LB 880 was signed into law by the governor, which will move the certification to on or before May 1, 2020 and Dr. Prososki said he updated the district's initial teacher contract and letter of intent to teachers to meet the requirements under both state and federal laws.

VII. Items for Discussion, Consideration, and/or Action

VII.A. Police Officer for Prom on April 18, 2020

Motion to approve a police officer for prom on April 18, 2020. This motion, made by Betsy Frerichs and seconded by Carol Pralle, passed.

yes: 5, no: 0, Absent: 1

This has been a yearly request that has been approved by the school board at the March board meeting.

VII.B. Authorize a Line of Credit with Security First Bank

Motion to approve a line of credit with Security First Bank in the amount of \$500,000 and authorize the superintendent and/or treasurer to access the line of credit on behalf of the school district. This motion, made by Jim Zvolanek and seconded by Betsy Frerichs, passed.

yes: 5, no: 0, Absent: 1

Dr. Prososki noted that this line of credit of \$500,000 would only be accessed if there was a financial crisis in the district and it would serve as a contingency plan. He noted his concerns regarding LB 974 and the need to take precautionary steps now if the bill does indeed pass.

VII.C. Option Enrollment Applications

VIII. Adjournment

Motion to adjourn the meeting at 8:53p.m. This motion, made by Carol Pralle and seconded by Jim Zvolanek, passed.

yes: 5, no: 0, Absent: 1

The next Regular Board meeting is scheduled for 7:30 p.m., April 13, 2020, at Southern Jr./Sr. High School Board Room in Wymore. The Board of Education will usually adhere to the

sequence of the published agenda, but reserves the right to adjust the order of items if necessary and may elect to amend the agenda as deemed necessary.

BY
President of the Board of Education
Of this School District

ATTEST
Secretary of the Board of Education
of this School District

ADDENDUM TO NEGOTIATED AGREEMENT

This Addendum to Negotiated Agreement is entered into by and between the Board of Education of School District No. _____ of _____ County, Nebraska, a/k/a _____ Public Schools, a political subdivision of the State of Nebraska, and the _____ Education Association.

WHEREAS, the parties entered into a Negotiated Agreement setting forth certain terms and conditions of employment for the 2019-2020 contract year, and

WHEREAS, said Negotiated Agreement provides for the provision and use of paid sick leave under the terms and conditions set forth therein and/or Board policy, and

WHEREAS, as the result of the introduction of the COVID-19 virus into the Nebraska population and the interest of the parties to minimize its transmission, protect students and the public and encourage school employees to stay home if ill, the parties agree as follows:

1. Effective immediately, employees experiencing symptoms of a virus infection are strongly encouraged to stay home and seek medical attention as appropriate.
2. Employees experiencing symptoms of a virus infection or who are otherwise unable to attend to their duties for any health related reason shall be granted paid medical leave until such time as it is determined that they are able to resume their duties without exposing others to the introduction or spread of any contagious or infectious disease or condition.
3. No employee shall be charged or docked with use of a sick day or days during the term of paid medical leave as described herein. Employees who take leave pursuant to this agreement and who also qualify for FMLA leave are subject to the requirements of the school district's FMLA policy and federal law.
4. Staff who desire to take the medical leave provided under this agreement must comply with all of the district's procedural requirements to request and be granted leave.
5. It remains an act of unprofessional conduct, insubordination, neglect of duty and a breach of contract to knowingly misuse any paid leave, including the medical leave provided pursuant to paragraphs 1 and 2 of this agreement. Employees who do so will be subject to disciplinary action up to and including the non-renewal, termination and/or cancellation of their employment contracts.

6. The terms of this Addendum shall remain in effect until the sooner of: (a) the conclusion of the 2019-2020 contract year; or (b) the school district receives notification from the Nebraska Commissioner of Education COVID-19 transmission no longer poses a public health risk to the school district' population.

Dated this _____ day of _____, 2020.

Education Association

School District No. _____
of _____ County,
Nebraska, a/k/a _____
_____ Public Schools

By: _____
President

By: _____
President, Board of Education

ADDENDUM TO NEGOTIATED AGREEMENT

This Addendum to Negotiated Agreement is entered into by and between the Board of Education of School District No. _____ of _____ County, Nebraska, a/k/a _____ Public Schools, a political subdivision of the State of Nebraska, and the _____ Education Association.

WHEREAS, the parties entered into a Negotiated Agreement setting forth certain terms and conditions of employment for the 2019-2020 contract year, and

WHEREAS, said Negotiated Agreement provides for the provision and use of paid sick leave under the terms and conditions set forth therein and/or Board policy, and

WHEREAS, as the result of the introduction of the COVID-19 virus into the Nebraska population and the interest of the parties to minimize its transmission, protect students and the public and encourage school employees to stay home if ill, the parties agree as follows:

1. Effective immediately, employees experiencing symptoms of a virus infection are strongly encouraged to stay home and seek medical attention as appropriate.
2. Employees experiencing symptoms of a virus infection or who are otherwise unable to attend to their duties for any health related reason must first use sick leave provided by the Negotiated Agreement, including unspecified or PTO leave intended to be used for illness; if an employee has no accumulated paid sick leave or has insufficient accumulated paid sick leave to cover the absence, the employee shall be granted paid medical leave until such time as it is determined that they are able to resume their duties without exposing others to the introduction or spread of any contagious or infectious disease or condition.
3. Employees who take leave pursuant to this agreement and who also qualify for FMLA leave are subject to the requirements of the school district's FMLA policy and federal law.
4. Staff who desire to take the medical leave provided under this agreement must comply with all of the district's procedural requirements to request and be granted leave.
5. It remains an act of unprofessional conduct, insubordination, neglect of duty and a breach of contract to knowingly misuse any paid leave, including the medical leave provided pursuant to paragraphs 1 and 2 of this agreement. Employees who do so will be subject to

disciplinary action up to and including the non-renewal, termination and/or cancellation of their employment contracts.

6. The terms of this Addendum shall remain in effect until the sooner of: (a) the conclusion of the 2019-2020 contract year; or (b) the school district receives notification from the Nebraska Commissioner of Education COVID-19 transmission no longer poses a public health risk to the school district' population.

Dated this _____ day of _____, 2020.

Education Association

School District No. _____
of _____ County,
Nebraska, a/k/a _____
_____ Public Schools

By: _____
President

By: _____
President, Board of Education

3003

Bidding for Construction, Remodeling, Repair, or Site Improvement

I. Applicability of this policy.

Construction and contracts undertaken with federal funds, whether those funds are derived directly from the federal government (e.g. award of a federal grant) or are derived by pass-through awards from the Nebraska Department of Education (e.g. special education funds, school lunch funds, Title I funds) are subject to the policy on Construction with Federal Funds, which is found elsewhere in this section.

This policy applies to all other purchases and contracts made by the school district for construction, remodeling, repair and other site improvements.

II. Projects with an Estimated Cost of Less than \$100,000

- A. The school district will solicit quotes and/or estimates for all projects with an estimated cost of less than \$100,000.
- B. Prior to solicitation of the quotes and/or estimates, the superintendent will determine whether the district will accept oral submissions.
- C. Quotes and/or estimates may be solicited by the superintendent or his/her designee without board action.
- D. The terms of any construction project undertaken pursuant to this policy will be memorialized in a written contract which has been reviewed by the district's legal counsel and approved by the board.
- E. The district may use a Nebraska state-wide cooperative purchasing program in lieu of obtaining quotes or bids under this policy to the extent such a bid or quote is not otherwise independently required by law.
- F. Nothing in this subsection prohibits or requires the use of the formal bidding procedures. If the district is going to solicit formal bids for projects of less than \$100,000 they must follow the formal procedures outlined in this policy.

III. Formal Bidding for Major Purchases and Construction

- A. Pursuant to section 73-106 of the Nebraska statutes, the board will advertise for bids when the contemplated expenditure of the project

exceeds \$100,000 for the construction, remodeling or repair of a school-owned building or for site improvement.

- B. In projects that involve professional engineering or architecture, the board will have a registered professional engineer or architect prepare the plans, specifications, and estimates when the anticipated cost of the project exceeds \$100,000.

C. Advertising for Bids

1. The superintendent or designee will arrange to advertise for bids under this section by publishing notice in any newspaper of general circulation within the school district at least 7 calendar days prior to the date on which bids are due.
2. Nothing in this policy shall prevent the superintendent or designee from advertising in additional media outlets or for a longer period of time.

D. Bid Documents

1. The bid documents shall identify the day upon which the bids shall be returned, received or opened and shall identify the hour at which the bids will close or be received or opened.
2. The invitation for bids will be sufficiently certain and specific, will include any specifications and pertinent attachments, and will define the items or services in order to allow the bidder to properly respond.
3. The bid documents shall also provide that such bids shall be opened simultaneously in the presence of the bidders or their representatives.
4. Bids received after the date and time specified in the bid documents shall be returned to the bidder unopened.
5. If bids are being opened on more than one contract, the board, in its discretion, may award each contract as the bids are opened.
6. Sealed bids will be opened in a place and at the specific time

stated in the bid form. Bidders shall be notified of the opening and invited to be present.

7. The board shall have discretion in determining which bidders are responsible and responsive and shall award the contract to the lowest, responsible, and responsive bidder whose bid meets the bid specifications.
- E. Any or all bids may be rejected if there is a sound documented reason.
- F. The terms of any construction project undertaken pursuant to this policy will be memorialized in a written contract which has been reviewed by the district's legal counsel and approved by the board.

Adopted on: 8-13-2018

Revised on: _____

Reviewed on: _____