

Board of Education Regular Meeting

Santee Community School Library

Monday, June 1, 2020 @ 5:00 PM Central

Isanti Community School

Steve Moose: Present

Don Pike: Present

Lizzie Swalley: Present

Dewayne Wabasha: Present

Cindy Whipple: Absent

Rosella Whipple: Present

Present: 5, Absent: 1.

I. Opening the Meeting

A. Call to Order

It was moved by Dewayne Wabasha and seconded by Lizzie Swalley to excused absence of Cindy Whipple.

Roll call vote: Failed

Cindy Whipple: Absent, Steve Moose: Nay, Don Pike: Nay, Lizzie Swalley: Nay, Rosella Whipple: Nay, Dewayne Wabasha: Yea

Yea: 1, Nay: 4, Absent: 1

Dewayne Wabasha: Yea

B. Nebraska Open Meetings Law

C. Publication of Meeting

D. Roll Call

II. **Celebrations of Excellence**

III. **Public Comment**

IV. **Approval of the Consent Agenda**

Unless removed from the consent agenda, items identified within the consent agenda will be acted on at one time.

It was moved by Lizzie Swalley and seconded by Don Pike to approve the consent agenda.

Roll call vote: Passed

Cindy Whipple: Absent, Steve Moose: Yea, Don Pike: Yea, Lizzie Swalley: Yea, Dewayne Wabasha: Yea, Rosella Whipple: Yea

Yea: 5, Nay: 0, Absent: 1

A. Monthly financial report

B. Minutes of the May 6, 2020 meeting of the board

C. Certified/classified Hire(s)/Reassignment(s)/Resignation(s)

V. **Discussion Items**

A. NASB BOE Assessment review with consultant Mrs. Linda Richards

* Review the Self-Assessment and create BOE priority goal(s)

Linda Richards - reviewed with the members the Board Evaluation and self assessment. She needs feed back and wants it. Six members were surveyed and four responded.

5 is strength and 1 is an area for growth. Lowest three areas were Community Engagement (3.22), Advocacy (2.96) and Professional Development (2.25).

B. Superintendent Evaluation link active from NASB for Superintendent 2nd evaluation.

Consultant Linda Richards asked Mr. Hayes to capture the work that has been done since his last evaluation, paying attention to the specific goals from the Board: He has provided organization and cultural leadership as measured by procedure manuals, purposeful and equitable hiring process, comprehensive PD plan related to restorative justice, district crisis and safety plan.

C. BOE Retreat June 13, 2020 in Norfolk

Looking at the possibility - of July 10th and 11th for Board Retreat it will be held at school or Norfolk. It will be a policy work session. More information will be coming.

D. Bond Project Update

Bond update: Supt. Hayes has been putting the word out, to the Police Department, Tribal Chairman, Security for safety, our kids need to stay off the construction sight. They have extended and reinforced the fencing around the project. We are on track and moving forward.

E. Annual Review Bullying Prevention Policy (Statute: 79-2.137)-BOE Policy 5054

Supt. Hayes shared the Bullying policy, what it is and how it is reported. This will need to be updated in the handbook and procedures associated with this policy. We are adopting restorative practices and clear guidance for administration.

F. Update on Summer School

Supt. Hayes gave an overview: He has been in contact with Tribal Chairman Trudell, and task force. We will be moving forward with summer school as scheduled and they approved. We will be focusing on reading/math. Friday's will be exploratory day with hands-on and engaging experiences. Mrs. Nagel, said students will have their temperatures taken before they get on the bus. Adjusting the classroom's size, reading curriculum around citizenship (4 years old - to 6th grade), Math for Love program with manipulatives to review concepts. Hiring students with grant monies, to assist with the extra things taking place. It will be a grab and go breakfast and lunch. Everyone will be asked to wear a mask in the building as well. Linda Richards inquired: will there be a pre and post assessments for

students? It will be more review than introducing new material and an informal assessment will take place.

VI. Action Items

- A. Approve the Superintendent to enter contract to spend up to \$50,000 to purchase internet for student home for remote learning access.

Absent: Cindy Whipple, **Present:** Steve Moose, Don Pike, Lizzie Swalley, Dewayne Wabasha, Rosella Whipple. Present: 5, Absent: 1.

Supt. Hayes shared information and goals. Goal of NICC is to provide WiFi to all, so this a first step. The school would control the internet/filter. This will be budgeted through the CARES Act and monies must be spent on promoting remote learning. Lengthy discussion was held.

It was moved by Lizzie Swalley and seconded by Don Pike to Authorize Supt. Hayes to negotiate a Memorandum of Understanding with NICC to provide internet services, for start up monies up to 15,000 and not to exceed to purchase internet access and devices for students..

Roll call vote: Passed

Cindy Whipple: Absent, Steve Moose: Nay, Rosella Whipple: Nay, Don Pike: Yea, Lizzie Swalley: Yea, Dewayne Wabasha: Yea

Yea: 3, Nay: 2, Absent: 1

Steve Moose: Nay, Rosella Whipple: Nay

- B. Approve Larry's Heating to complete the insurance claim for the hail damage to HVAC units and also replace the HVAC units that are recommended for replacement up to \$178,929.00.

It was moved by Don Pike and seconded by Dewayne Wabasha to approve Larry's Heating to complete the insurance claim for the hail damage to HVAC units and also replace the HVAC units that are recommended for replacement up to \$178,929.00..

Roll call vote: Passed

Cindy Whipple: Absent, Steve Moose: Yea, Don Pike: Yea, Lizzie Swalley: Yea, Dewayne Wabasha: Yea, Rosella Whipple: Yea

Yea: 5, Nay: 0, Absent: 1

VII. Adjourn

It was moved by Lizzie Swalley and seconded by Dewayne Wabasha to adjourn at 6:48pm.

Roll call vote: Passed

Cindy Whipple: Absent, Steve Moose: Yea, Don Pike: Yea, Lizzie Swalley: Yea, Dewayne Wabasha: Yea, Rosella Whipple: Yea

Yea: 5, Nay: 0, Absent: 1

- VIII. ***Closed Session:** If, during the course of the meeting discussion of any item on the agenda should be held in closed meeting, the board will conduct a closed meeting in accordance with the Nebraska Open Meetings Law.
- IX. ****Sequence of Agenda:** The sequence of agenda topics is subject to change at the discretion of the board. Please arrive at the beginning of the meeting.
- X. *****Action Items:** The board reserves the right to take action on any item one the board agenda.

Justin E. Hayes
Superintendent Santee Community Schools
2nd Evaluation - Review

- **Community Partners:** Created and found community partners such as Nebraska Children and Munroe Meyer to help with such things as after school programming, TMC lab (STEM Trailer) , food sovereignty, and mental health
- **Insurance Claims:** Worked through multiple insurance claims, including updating roofs and HVAC systems
- **Secondary Principal:** implement procedures for hiring process of a new secondary principal, successfully hired principal, used array to create purposeful salary schedule
- **Restorative Practices/Professional Development :** Implemented restorative practices district wide with shifts to the use of homeroom time to create circles, district team attending state professional development, professional development lead by staff and administration in collaboration, implemented circles and end of day send off for secondary students, created positive incentives to build positive relationships for students and staff alike; this is a ongoing process within our priority plan and SIP
- **Reorganizing of Business office:** restructured the business office functions, created expectations and practices for business office, implemented procedures to ensure functions occur in timely and appropriate manner
- **Procedure(s) Manual(s):** Started the creation of and collaborated on a comprehensive procedural manual. Created the Staff Procedures for SCS Credit Cards, Purchase Orders or Reimbursement Requests, SCS application form updated, all items placed on district website, this is a ongoing creation and updated as procedures are updated and/or created
- **Truancy:** Collaborated with Chairman Trudell and tribal council on Attendance Awareness Month, created attendance incentives related to goals throughout the second semester with attendance and behavior goals attached for each student with rewards and individual attention on students
- **2020-2021 Calendar/Additional Days:** Successfully collaborated and implemented calendar options for the 2020-2021 school year, including adding 4 days of teacher contract time.

- **Handbooks/Updates:** Reviewed and updated handbooks, including to look at sustainability of programs such as Pre-K and other programs
- **ELA Curriculum:** ELA curriculum team worked on implementing common assessments, mapping and vertical alignment of ELA curriculum K-12
- **Bond Project:** Implemented and collaborated to ensure bond project was on track and able to occur on time and with desired outcomes
- **Staffing:** Retained and recruited highly effective teachers and staff to promote high expectations for all, including retaining 92% of current staff, using funding and amending current grants to fund additional positions (graduation coach & SEL teacher)
- **Safety Plans/Committee:** Ensured that safety drills and procedures were maintained and documented for state reporting, this is a ongoing committee that will meet to discuss and ensure SCS is ensure a safe learning environment for all
- **Grants/Budget/Finances:** Reviewed, revised and updated grants and worked on creating 2020-2021 budget, created procedures for business office, found community partners to help with unique and diverse funding options, implemented new expectations and procedures with First National Capital Markets and business managers
- **All Board Communication(ABC's):** Continued to share weekly communication with BOE
- **COVID Task Force:** Member of Santee Nation task force with other tribal leaders
- **Tribal Wireless Network:** Collaborated on creating remote learning opportunities for all students of SCS
- **Priority Plan/School Improvement Plan (SIP):** Collaborated and revised updated school improvement plans/priority plan
- **Pandemic:** Implemented procedures and practices during the COVID-19 Pandemic, ensured students and food service continued, serving an average of 80 meals per day or a total of 3,120 meals during the remaining school year. Coordination of ongoing summer feeding.
- **Summer School:** Implemented procedures and guidelines to have in-person summer school with a focus on reading and math
- **Fall Readiness:** Created and implementing procedures, practices and safe guards for school in the fall of 2020 with CDC and local health guidelines

5054 Student Bullying

Definition of Bullying. The Centers for Disease Control and Prevention defines bullying as “any unwanted aggressive behavior(s) by another youth or group of youths who are not siblings or current dating partners that involves an observed or perceived power imbalance and is repeated multiple times or is highly likely to be repeated.” Nebraska statute defines bullying as “an ongoing pattern of physical, verbal or electronic abuse.” The District’s administrators are authorized to use both of these definitions to determine whether any specific situation constitutes bullying. Both of these definitions include both in-person and cyberbullying behaviors.

Bullying Prohibited. Students are prohibited from engaging in any form of bullying behavior.

Disciplinary Consequences. The disciplinary consequences for bullying behavior will depend on the frequency, duration, severity and effect of the behavior.

A student who engages in bullying behavior on school grounds, in a vehicle owned, leased, or contracted by a school being used for a school purpose by a school employee or his or her designee, or at school-sponsored activities or school-sponsored athletic events may be subject to disciplinary consequences including but not limited to long-term suspension, expulsion, or mandatory reassignment.

Without limiting the foregoing, a student who engages in bullying behavior that materially and substantially interferes with or disrupts the educational environment, the district’s day-to-day operations, or the education process, regardless of where the student is at the time of engaging in the bullying behavior, may be subject to discipline to the extent permitted by law.

Bullying Based on Protected Class Status. Bullying based on protected class status is unique and may require additional investigation. The appropriate district staff member or coordinator will promptly investigate bullying complaints that violate the district’s antidiscrimination policies.

Support for Students Who Have Experienced Bullying. Regardless of where the bullying occurred, the district will consider whether victims of bullying are suffering an adverse educational impact and, if

appropriate, will refer those students to the district's student assistance team.

Bullying Prevention and Education. Students and parents are encouraged to inform teachers or administrators orally or in writing about bullying behavior or suspected bullying behavior. School employees are required to inform the administrator of all such reports. The appropriate administrator shall promptly investigate all such reports. Each building shall engage in activities which educate students about bullying, bullying prevention and digital citizenship.

Policy Review. The school district shall review this policy annually.

Adopted on: _____

Revised on: _____

Reviewed on: _____