

Board of Education Regular Meeting

Tuesday, November 12, 2019 @ 5:00 PM
Central

Santee Community School Library

Santee Community School

Steve Moose: Present
Don Pike: Present
Lizzie Swalley: Present
Dewayne Wabasha: Present
Cindy Whipple: Present
Rosella Whipple: Present
Present: 6.
Cindy Whipple: Absent
Present: 5, Absent: 1.
Cindy left at 7:11pm

I. CALL TO ORDER

Present: Steve Moose, Don Pike, Lizzie Swalley, Dewayne Wabasha, Cindy Whipple, Rosella Whipple. Present: 6.

II. Public Comment Sign In Procedure

III. CONSENT AGENDA

It was moved by Lizzie Swalley and seconded by Dewayne Wabasha to approve consent agenda.

Roll call vote: Passed

Steve Moose: Yea, Don Pike: Yea, Lizzie Swalley: Yea, Dewayne Wabasha: Yea, Cindy Whipple: Yea, Rosella Whipple: Yea
Yea: 6, Nay: 0

III.A. Approve bills/payables (Policy 3009)

Supt.Hayes addressed the concern of consultant for the Native Schools and this bill is being split between all four schools.

III.B. Approve minutes from October 23, 2019: BOE special meeting

III.C. Approve minutes from regular BOE meeting on October 1, 2019

III.D. Approve Minutes from BOE Special meeting on October 26, 2019 in Lincoln, NE

IV. **BOARD DEVELOPMENT AND COMMUNICATION**

IV.A. BOE work with Consultant from NDE

Linda Richards, Board Coach:

- Discussion on the Nebraska School Board State Conference on November 20-23
Steve will be attending the meeting on Friday at 9:00. It's good to pick a track, Mr. Hayes will have the handout for those attending the conference. This handout will be helpful in determining the value of the sessions and what else you may be needing at the sessions.
- Board report to NDE. Steve attended the meeting. What did he take away from it? They were happy with several things we are doing. Not just one particular thing. This reporting is holding us accountable. Mrs. Richards will continue to help the BOE tell the story of what is happening at SCS.
- Board retreat - there is still progress to be had, there was dialog concerning policies. When taking action, it should always be on policy. It was great having staff attend. Ron Meyer requested: BOE- having meetings closer to SCS. It's costly to have meetings so far. Winter months, we could utilize technology with Zoom.
- November 23rd is next Board Retreat: It will coincide with NASB conference.
- Policy 4025: The Board communicates in this policy, that all employees are under direction supervision of the Superintendent. The board delegates Supt to hire-fire classified. He is in charge of the ship.
- There are concerns about the spatial situation we are having within our buildings. The Supt. should come and report to the board. He is adhering to the job he has been assigned to do.
- The budget: he has to bring it and you will be a part of the process. Supt. will be explaining and informing as to what decisions and why they are being made. This is important as it's in the Supt evaluation.
- The BOE literally has given the power to the Supt. and they have a responsibility to question him.
- We won't have conversations at the meetings about day to day. Efficiently and effectively. He makes the decision on the why and how. So BOE asks the question and holding him accountable to the decision. Decisions should always be best interest of students. Conversation through policy. You are in awkward position. He has to get moving for the staff to get to moving forward. It's not going to look the same as years before. BOE talks and gives direction to him through the policies.
- The trust for board and community, is a long process. It has to happen. As the Supt has to run this school. That he makes his decisions, based on his vision.
- Great dialog for BOE. It's important that you are talking, it needs to be address right here at the meeting. And not say later, "I wished I would have."

- As a BOE member, they stated they would like to be involved in decisions. It should have vision and strategy of all kids here matter and we want all kids in the community to be here.
- Policy 4057 is the tool for Superintendent evaluation. Dates and times inside the policy, are important. BOE should notify him, the first evaluation, would normally be prior to October meeting. Working on the tool this month and in December you will be utilizing it. We are to evaluate Supt two times a year. The second evaluation will be done in Spring. Each board member will complete the online evaluation tool. It automatically does the tallying. If deficiencies are noted, the Board will provide assistance and create the expectation timeline or plan. The evaluation should be signed by Supt and BOE president. And the form should be given to board. The copy of evaluation placed in the personnel file. It's a tool of communication. If the tool needs to be changed, it must be sent to NDE first.
- Come to the November 23rd BOE retreat in Omaha with lots of questions and concerns.

IV.B. Delegate selection for Delegate Assembly at NASB

President Steve Moose will be the delegate at NASB.

IV.C. NASB State Conference discussion

IV.D. Board Report to NDE

IV.E. Board Retreat (November 23rd): Superintendent Evaluation and Contract (Policy(s) 4025/4057)

V. **SUPERINTENDENT'S REPORT**

V.A. BOE REPORT: Staff Procedures for Purchase Orders or Reimbursement Requests

New processes are being put in place for the business office, to make it more efficient and streamlined.

V.B. BOE REPORT: PROFESSIONAL LEAVE REQUEST

Staff requesting professional development leave - the process has been updated. This will assist admin, on the nature of training, leave taken during the school year, affordability and increase transparency about PD overall.

V.C. BOE REPORT: AQUESTT Data

Supt Hayes shared the AQUESTT profile with the board. This is Nebraska's system of accountability. The ratings were given out in October; there are 6 major tenants for how a school is rated. Positive Partnerships, Relationships, & Student Success; Transitions; Educational Opportunities and Access; College and Career Readiness; Educator Effectiveness; and Assessment. This data was from the 2019 school year (2018-19). Santee fell under the "Needs Improvement" category, again. We have areas to celebrate and areas for growth.

V.D. BOE Report: Official count date numbers for SCS

Absent: Cindy Whipple. Present: 5, Absent: 1. Cindy left at 7:11pm

PK-6 has grown 26%

Secondary numbers are down.

Overall enrollment is up from last year.

V.E. Recommendation to approve the Personnel Report (Policy 4039)

Daycare Para - resigned. Hiring of 3 new staff members.

Discussion was held on our hiring Policy - what is process for criminal background check. PK Staff utilize the State of Nebraska background check.

Board members shared that for a tribal person, the data isn't currently being shared. This policy needs to be addressed and updated.

It was moved by Lizzie Swalley and seconded by Don Pike to approve personnel report, Policy 4039.

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

V.F. Celebrations from admin team!

- Monitoring progressing plan - for SPED made great strides on resolving concerns.
- Society of Care and Talking Circles are happening on Thursdays.
- Student Council raised over \$600 from popcorn ball sales.
- Daycare is full.
- Preschool went through Step Up to Quality and have maintained a Step 4. Only two in Knox County and a total of 4 in Nebraska have achieved Step 4.
- First Quarter attendance party for 7-12 (stats were given)
- All 12, Rule 10 violations have been death with.

V.G. Accept resignation of Lisa Kuipers

It was moved by Don Pike and seconded by Dewayne Wabasha to approve resignation of Lisa Kuipers.

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

VI. STANDARDS BASED SCHOOL IMPROVEMENT

VII. POLICY REVIEW

VII.A. Proposed SCS 3 year Policy Review Calendar

Discussion was held.

VII.B. Policy Review:

* Review of Policy(s) from BOE Retreat in Lincoln:
4025, 4057, 4030,

Policy Reviews of 4002, 4003, 4004, 4006, 4007, 4008, 4009, 4010, 4011, 4011.1,

Discussion was held.

VIII. EXECUTIVE SESSION DISCLOSURE

IX. PRE-ADJOURNMENT INFORMATION AND ACTIVITIES

IX.A. NASB State Conference with Delegate Assembly; Omaha, NE 11/20-11/22

IX.B. BOE RETREAT: La Vista Conference Center 11/23/19

IX.C. Events Upcoming:

NISSA: Las Vegas 12/7-12/11

NAFIS: March 2020.

Details of Staff Christmas was shared, monies are included in the budget.

Next Regular BOE meeting has moved from December 10, to December 12, 2019 @ 5:00, due to the NISSA conference.

X. ADJOURNMENT

It was moved by Lizzie Swalley and seconded by Dewayne Wabasha to to adjourn at 7:41pm.

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