



Schuyler Community Schools  
Board of Education Regular Meeting  
Monday, December 12, 2016 6:30 PM  
Schuyler Central High School Music Room  
401 Adam Street  
Schuyler, NE 68661-2400

Attendance Taken at 6:30 PM.

Richard Brabec: Present

Eric Cerny: Present

Holly Hild: Present

Chuck Misek: Present

Virginia Semerad: Present

Brian Vavricek: Present

Present: 6.

I. Call Meeting to Order

### **STRIVE • COMMIT • SUCCEED - District Mission Statement**

**Schuyler Community Schools in partnership with parents, students, and the community is committed to educate students to become skilled, knowledgeable and responsible citizens in a global society - District Vision Statement**

Notice of this meeting was given in advance according to State Law 84-1411, by giving notice of the meeting to the public. Notice of this meeting was also given in advance to all members of the Board of Education

President Brabec called the meeting to order at 6:30 PM. All board members were present. Others present were Principal Grammer, Assistant Principal Kasik, Superintendent Hoelsing and Student Council Representative Harding.

I.A. Pledge of Allegiance

President Brabec read the District Mission Statement and declared the meeting was posted in advance and the meeting was in open session. All those present participated in the Pledge of Allegiance.

I.B. Declaration of Open Meeting

This meeting has been preceded by advance notice and is hereby declared to be in open session. A copy of the Open Meetings Act is posted in the hallway outside the Media Center.

II. Approval of Consent Agenda

Discuss, Consider and Take Action on the consent agenda

Motion to approve the consent agenda Passed with a motion by Holly Hild and a second by Brian Vavricek.

Richard Brabec: Yea, Eric Cerny: Yea, Holly Hild: Yea, Chuck Misek: Yea, Virginia Semerad: Yea, Brian Vavricek: Yea  
Yea: 6, Nay: 0

#### II.A. Agenda

#### II.B. Minutes

#### II.C. Acceptance of Claims

##### II.C.1. Bills of \$5,000 or more

#### II.D. Financial

#### II.E. Other Listed Reports

### III. Public Forum - We ask that all presentation be limited in their length.

#### III.A. Recognition of visitors and guests

#### III.B. Other topics (limited to 5 minutes - subject to guidelines of the Board Participation Policy)

#### III.C. Student Representative's Report

Student Council will look into purchasing bottle fillers for the water fountains. Care packages will be put together and donated to local churches. The school sponsored Red Cross Blood Drive on December 7 collected 72 pints.

### IV. Action Items

#### IV.A. Board Policy, Handbooks, and Support Programs

This committee is responsible for annual review of board policies, handbooks, and crisis/safety plans. This committee is also responsible for the support and development of support programs(nursing, food service) in the district.

##### IV.A.1. Consider, discuss, and take action to approve extension of board policy 406.05 (Early Retirement Program)

Attached is the updated early retirement incentive program board policy. We recommend continuing with the 4 year eligibility period beginning with the 2016-17 school year. We also recommend removing any certificated positions not paid on the teacher salary schedule. See attached policy.

In addition for this year, we recommend consideration of partial incentives for those who meet the minimum age, but may not meet all the qualifying factors as well as those beyond the 4 year maximum.

Motion to approve extension of the early retirement program, board policy 406.05 as presented. Passed with a motion by Eric Cerny and a second by Brian Vavricek.  
Richard Brabec: Yea, Eric Cerny: Yea, Holly Hild: Yea, Chuck Misek: Yea, Virginia Semerad: Yea, Brian Vavricek: Yea  
Yea: 6, Nay: 0

#### IV.B. Governance: Public Relations, Technology, and Planning

This committee is responsible for recommending the annual district calendar, strategic planning process, technology, and promoting positive public relations and communications program.

The Finance committee and the Board Policy committee met to discuss and update the Early Retirement Incentive Policy. The Superintendent will meet with all certified employees age 55 and older on December 21.

IV.B.1. Consider, discuss, and take action to move the January Board Meeting to Monday, January 16, 2017

With the first Monday in January landing on the 2nd, and school resuming for staff on January 4th, we are requesting the January board meeting be moved from January 9th to January 16th. This will give us some time following the Community Leaders Meeting schedule for Wednesday, January 3rd and the staff meeting on the 4th to compile the information needed to organize the board goals and action plans for 2017.

Motion to move the January Board Meeting to Monday, January 16, 2017 Passed with a motion by Richard Brabec and a second by Virginia Semerad.

Richard Brabec: Yea, Eric Cerny: Yea, Holly Hild: Yea, Chuck Misek: Yea, Virginia Semerad: Yea, Brian Vavricek: Yea

Yea: 6, Nay: 0

IV.C. Budget, finance, negotiations, and personnel

This committee is responsible for budget, finance, and contract negotiations with administration, certificated staff, and support staff.

IV.C.1. Consider, discuss, and approve new hire recommendations for 2nd semester.

1. Winnie Harbison: Homestead Center Receptionist (replacement position)

Motion to approve administrative recommendation to hire Winnie Harbison for the Homestead Center Receptionist Position. Passed with a motion by Virginia Semerad and a second by Eric Cerny.

Richard Brabec: Yea, Eric Cerny: Yea, Holly Hild: Yea, Chuck Misek: Yea, Virginia Semerad: Yea, Brian Vavricek: Yea

Yea: 6, Nay: 0

V. Discussion Items and Reports

V.A. Review and discuss staff/parent input on 2017 strategic planning process.

See attached reports

Strategic planning meetings have been held at all district schools and in the community. Proposed priorities for 2017 were rated by attendees according to the degree of agreement each felt. The meeting for Cargill employees will be held next week.

#### V.B. Review and discuss 2016 superintendent evaluation.

Board members completed the annual superintendent evaluation following the regular November board meeting. The results of the evaluation have been compiled and are generally shared at the December board meeting. The board budget and finance committee will meet before the January board meeting to set expectations and review 2017 contract recommendations.

Evaluations on the job performance of the Superintendent were completed and discussed by school board members. Comments shared included: an appreciation of being kept informed and also keeping the community informed; ease of salary negotiations; a budget that is in the black; plans which are in place for improving district facilities; and staff development. An effort to increase student participation in activities will be ongoing.

Dr. Hoelsing added that the district is better due to the help of the community and a team of people willing to work together and having the courage to do what is right.

#### V.C. Review and discuss 2016 board member self-evaluation

At the November school board meeting, Rich requested that the board members complete a self-evaluation. Over the past month, we have reviewed several evaluation instruments to see if there was one that would work for our board. After much deliberation, we agreed to create our own document based on the information from several other documents. Below are the sections we believe are relevant to our board of education:

1. Personal Characteristics and Ethics
2. Board Meeting Protocol
3. Board Committee Effectiveness

Please review the attached document. If you do not complete it before the meeting, you will have time at the meeting to complete it that night.

#### V.D. Principals Reports

##### **Preschool and 3-5 Principal's Report: Mr. Comley**

Observations have been taking a good majority of my time. Teachers are doing a great job!

Traffic is moving well!

Had a good number of parents attend strategic planning at SES. Lots of positives from the parents.

Preschool 103

Kindergarten 121

1<sup>st</sup> Grade 131

2<sup>nd</sup> Grade 161  
Grade 131

3<sup>rd</sup> Grade 131

4<sup>th</sup> Grade 121

5<sup>th</sup>

### **Kindergarten through 2nd Grade Principal's Report: Mr. Kovar**

As the 1st Semester comes to a close, all probationary teachers have had their 1st Formal Observations, along with a few tenured teachers as well. Evidence of Capturing Kids Hearts is all around our school, making it an even better building for students and staff! I am very proud of the work that is being done here!!

### **Rural Schools Principal's Report: Mr. Reinsch**

The Strategic Planning Meetings at Richland and Fishers were well-attended by parents and community members. Dr. Hoelsing attended both meetings and shared facts about the state taxation system and the district's per pupil costs. Parents at both schools were thankful to have support from the supt. and board of education. They recognize the need for our rural schools and the opportunities they provide. Parents showed appreciation for the strategic planning process and their opportunity to share ideas and be heard.

Our challenge moving forward is how to best utilize the three rural buildings with programs and staff. Parent meetings at both schools will be held after the holiday break. Possible discussion items include: Magnet schools, STEM, Flexible scheduling, 4 day school week and Busing.

### **SMS Assistant Principal's Report: Mr. Zavadil**

Supervision of instruction- Formative formal evaluations are taking place at the middle school and I am working with our new teachers to reflect on their practices and hone their skills. Conferences for these evaluations are going well with the teachers doing a great job of reflecting and creating plans for improvement.

Project based learning class is now working on Gliders. We recently used the new field-house in order to test them out and a few of them were successful tests, while other groups built “fallers” not gliders. The students are back to the design table to improve their design and continue to learn the engineering and scientific process.

### **Going Forward**

Warrior academy is working with the middle school principals and athletic directors to create after school program clubs to use our new facilities.

Mrs. Burton, Mrs. Kment, and myself are going to Des Moines, IA this week to attend a “capturing kids hearts” seminar. We are hoping that the information we learn from this seminar will allow us to continue to build our culture at the middle school and continue the positive strides that the Elementary has started as those students will be moving to our building.

### **High School Assistant Principal's Report: Mr. Kasik**

- I continue to have discussions about good choices with some of our students. We have started “Saturday School” for those that need retraining sessions. The number of students attending these sessions is currently decreasing.
- I continue to work with Ms. Pavel and Mrs. Dimas on student attendance issues.
- I also have been working with law enforcement, probation and CHI with random drug testing. Our 4<sup>th</sup> session of drug testing will be happening soon.
- We continue to train our staff in Discovery Ed. Training within our building.
- Formal Staff Evaluations for staff members are currently underway.

### **High School Principal's Report: Mr. Grammer**

See attached information.

Career Pathways has 105 students enrolled in the program. TeamMates are signing up more mentors and mentees after some extra PR presentations. The participant numbers at the After School Warrior Academy are good but not yet where they need to be at 100%.

### V.E. Directors Reports

#### **K-6 Activity Director's Report: Mr. Kovar**

With the opening of the Rec Center scheduled for Jan 5<sup>th</sup>, students will be receiving sign up sheets for youth basketball before they go home for winter break. We anticipate basketball to start around the 2<sup>nd</sup> week of January. I will also be looking for volunteers to help with coaching and practices.

#### **Middle School Activity Director's Report: Mr. Zavadil**

Middle School wrestling has just wrapped up their season the 10<sup>th</sup> at the Boone Central invitational and our athletes did a great job representing our school! They won the Wayne invitational as a team and have competed well in every event that we have attended. Our Middle School invitational saw over 250 athletes in competition last Saturday and the event was a success. At that competition there were 15 teams in attendance including ours with over 60 4 man round robin brackets. Our athletes took home 10 gold medals and 10 silver medals in this event.

Middle School Girls Basketball Our teams have two home events taking place this week in our newly renovated middle school Gym. Tuesday our A and B team are playing Clarkson and on Thursday our C, B, and A teams will be playing Columbus.

#### **High School Athletic/Activity Director: Mr. Kasik**

- Fall seasons have completed and end of season meetings with coaches are beginning.
- On November 17<sup>th</sup> Mr. Zavadil and I attended a Sportsmanship/Leadership Summit with 24 JR/SR High students at Midland College. It was a great event.

- We hosted a BB Jamboree game against DC West on November 28<sup>th</sup>, raising \$305 dollars for the Nebraska Hall of Fame.
- Our wrestling team hosted an intra-squad dual in the field house on November 26<sup>th</sup> and collected three large boxes of non-perishable food for our local food pantry.
- Our winter seasons are underway with Boys and Girls Basketball as well as our Wrestling team winning their opening dual against Crete.
- I continue to attend meetings for our winter Holiday BB Tournament in Columbus.
- Our One-Act group moved up to class “A” this year capturing a Conference Runner-up finish and a District Champion finish. On Friday, 12/9 they will compete in the state competition in Norfolk with hopes of bringing home some hardware.
- On Wednesday, 12/7 I will attend our Conference meeting with Mr. Grammer in York.

### Curriculum/Assessment/Grant Programs Report: Mr. Gibbons

**Curriculum** – We are continuing our work with the proficiency scales. I am setting up meeting times with Math curriculum teams to make sure that we are aligned to the new standards. Language Arts teachers are preparing for their new text dependent analysis questions. The elementary school took time to meet with Brooke Kavan and Mark Brady from ESU 7 to learn about new MAP Reports and how to use them to set learning goals for students.

**Assessment** - Mr. Grammer, Ms. Bertrand and Ms. Johnson attended an ACT workshop in Lincoln. We learned about expectations for giving all our 11th graders the ACT this year. There are not any accommodations for ELL students this year, but they are planned for next year. All 11th graders will need to take the ACT on April 19. Any students who miss that date will need to make it up by May 3.

We have had the pleasure of being selected as a school to take the National Assessment of Educational Progress (NAEP) this year at Schuyler Elementary and Schuyler Middle School. The NAEP is also known as the nation’s report card. We will not see any individual results.

**SIG Grant** - We have had 8 trainings at SCHS with Discovery Ed since our last board meeting. It can be difficult for teachers so we are appreciative of their hard work and dedication. We will have two more this week.

#### Warrior Academy - Schuyler Middle School

# of students we have right now	60 students
# of students needed this year	70 students
Days we will have the program	130 days
Days the students must come	30 days

# of students M-Th 30 days or more	18 students
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Schuyler Elementary School

# of students we have right now	231 students
# of students needed this year	254 students
Days we will have the program	129 days
Days the students must come	30 days
# of students M-Th 30 days or more	135 students

Guadalupe Encarnacion was interviewed by a student in the Broadcasting class for a Brightlights segment. We are planning to have soccer, flag football, volleyball, basketball, and wrestling for sixth graders at SMS. 4H is also hosting five families in a family cooking night at SES. We recently completed a self-assessment and we will set goals for the program based on the self assessment.

**Director of Special Education Report: Mrs. Vrba**

As the Melody Beattie states: "The new year stands before us, like a chapter in a book, waiting to be written. We can help write that story by setting goals."

Our Team Sped has been busy setting goals to provide more opportunities for "our students" to be more successful. Since over the summer we had stream-lined our SAT process, teachers have been referring more and more students for testing so they may get additional help. The Sped office personnel has been compiling data on our students so we have a safety net to ensure each student receives the best education possible. Mr. Grammer and I have been developing a new strategy for the SCHS students so they may have more chances to feel successful in their classes.

Our Intensive Verbal Behavior training will take place on Monday, December 19th and Tuesday, December 20th! For the first time, the Head Start teachers will be training side-by-side with our preschool and elementary teachers! We have Bill to thank for this opportunity...it's a win-win for our students.

**I, personally, want to wish each of you an "awesome" holiday season! Darli**

We were selected as a school to take the National Assessment of Educational Progress (NAEP) this year at Schuyler Elementary and Schuyler Middle School. The NAEP is also known as the nation's report card.

1. **Bond Refinance:** Due to the recent increase in the bond market, the interest rates available for any callable bonds does not support a refinancing effort. I visited with Jay Spearman from Ameritas about any cost savings to manipulate the bond schedule and call bonds as we have the money in the bond fund. Jay has agreed to come out to Schuyler on either December 15th or 16th to discuss this option. If there are any members of the finance committee available, I would like to have him come out next Friday for a noon meeting.

2. **NASB State Convention:** Thank you to the board members who attended the NASB State Convention and to those who attended the pre-conference on Wednesday afternoon focused on school funding and property tax concerns.

3. **Facilities Update:** Tom Osborne will be here on Tuesday, December 13th at 6:30 PM for an opening of the Rec. Center used for TEAMMATES Mentoring. Board members are invited to attend the supper and meeting.

4. **Strategic Planning Workshops:** We are scheduled to conduct our final parent meeting at Cargill Meat Solutions on Tuesday, December 20th. The community leaders meeting is scheduled for Tuesday January 3rd at 6:00 PM.

Due to the recent increase in the bond market, the interest rates available for any callable bonds does not support a refinancing effort. Tom Osborne will be here on Tuesday, December 13th at 6:30 PM for a ribbon cutting leading into the area of the Recreation Center used for TEAMMATES Mentoring.

#### V.G. Board Member/Committee Reports

##### **Minutes from December 2016 Foundation meeting**

**Members Present:** Brian, Lumir, Dan, Sandy & Victor

**Members Absent:** Virginia & Joyce

**Others Present:** Shelley, Sheri & Kem

Brian called the meeting to order at 12:10 pm

**Secretary Report/Minutes** from November 2016 were reviewed and approved

**Treasurer's Report** was reviewed and approved

##### **Committee Reports**

**Labor Day:** nothing new to report

**Scholarships:** nothing new to report

**Education:** Brian & Lumir

- 2<sup>nd</sup> quarter nominations are due 12/12/2016 will be presented on January 4, 2017 at the staff professional development day

**PR/Communications:** nothing new to report

**Alumni Honors Committee:** Joyce & Sheri

- All members to start thinking about potential candidates they are due by March 1, 2017
- New letters of recommendation can be submitted

**Mission Statement & Goals updated:** Joyce, Sheri & Brian

- Sheri presented a document outlining mission statement, goals for the foundation
- Will send to Shelley to send out to the members
- Will have a draft to approve and adopt at the Jan. 9, 2017 meeting

**Fundraising:** Sandy & Holly

- Kem shared a couple of letters that he has received from high school and college requesting donations as examples
- Send out a mailer once a year preferably in November asking for donations

**School Facilities:** Dan, Joyce & Holly

- After the 1<sup>st</sup> of the year the donor board will be updated then once a year
- Dan gave an update on the progress of the floor etc.
- Dec. 13<sup>th</sup> is the TeamMates Holiday dinner and Shelley will get the information from Alejandra to send out to the members
- Kem will get the big scissors and ribbon from Tiffany at the chamber office for the ribbon cutting
- School Board will approve rules and regulations that will be posted at the building
- Sheri is going to work on a letter to be sent out with the tax statements and rules

Shelley will have Kady Arps put the Articles of Incorporation and Bylaws on the foundation website

Lumir discussed setting up an internal audit and also is going to contact Pekny & Associates about setting up an audit in the summer

Discussed setting up After Hours for the Foundation Shelley will contact Tiffany at the chamber office and Lou at the golf club for possible dates

Brian adjourned the meeting at 1:10 pm

**Next meeting will be January 9, 2017 at noon at the Schuyler Middle School Conference Room.**

The SCS Foundation met on December 5. They will be soliciting funds for some additional items for use in the Field House such as batting cages. It was recommended that the Foundation began the practice of having an annual audit.

## VI. Correspondence Items

### 1. Thank You from the SCHS Band.

Thank you notes were received from members of the One Act Play and from the SCHS Marching Band.

## VII. Adjournment

Motion to adjourn at 7:47 PM. Passed with a motion by Brian Vavricek and a second by Eric Cerny.

Richard Brabec: Yea, Eric Cerny: Yea, Holly Hild: Yea, Chuck Misek: Yea, Virginia Semerad: Yea, Brian Vavricek: Yea

Yea: 6, Nay: 0