



Schuyler Community Schools
Board of Education Regular Meeting
Monday, December 9, 2013 6:30 PM
Schuyler Central High School Music Room
401 Adam Street
Schuyler, NE 68661-2400

Attendance Taken at 6:30 PM.

Virginia Semerad: Absent

Richard Brabec: Present

Eric Cerny: Present

Lumir Jedlicka: Present

Chuck Misek: Present

Brian Vavricek: Present

Present: 5, Absent: 1.

Attendance Update Taken at 6:35 PM.

Virginia Semerad: 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

All board members present except Semerad; she arrived at 6:35 PM. Others present were Dr. Hoelsing, Principals Pavlik, Reinsch, Grammer, Comley, Vrba; Assistant Principal Kovar; Activity Administrator Egr; Curriculum Director Gibbons; and Student Council Representative Kellan Heavican.

I.A. Pledge of Allegiance

All those present participated in the Pledge of Allegiance. President Jedlicka recited the Mission Statement.

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.

President Jedlicka stated that the meeting had been preceded by advance notice with a copy of the Open Meetings Act which was 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 Brian Vavricek and a second by Chuck Misek.

Virginia Semerad: Absent, Richard Brabec: Yea, Eric Cerny: Yea, Lumir Jedlicka: Yea, Chuck Misek: Yea, Brian Vavricek: Yea

Yea: 5, Nay: 0, Absent: 1

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)

A meat & cheese tray was delivered to the School Board meeting compliments of Agri-City Insurance.

III.C. Student Representative's Report

A Winter Sports Pep Rally will be held on December 10. One-Act Play placed 5th in District competition.

IV. Action Items

IV.A. Negotiations

IV.A.1. Discuss, consider, and take action to approve the 2014-15 Certificated Staff Master Agreement as presented.

The Board and SEA have reached a tentative agreement contingent on ratification by the SEA and approval of the entire board of education. The proposed settlement is a 3.5% total increase (salary, benefits, SS/Retirement). See attached agreement for the 2014-15 school year.

Mandatory Bargaining

Items:

12/3/2013

Base Salary: 2013-14 \$31,750

Request: 2014-15 SEA Request \$33,225 Board Counter-Offer Â-\$32,000

SEA Request <u>\$32,975</u>	Board
Counter-Offer <u>\$32,225</u>	
SEA Request <u>\$32,775</u>	Board Counter-Offer <u>\$32,500</u>

Base Increase per \$100 = \$26,322

Contract Days

SEA Request: 186 Days

Board Response: Remain at 185 Days

1. Health/Dental: 750 Deductible 2.3% Increase \$37,618.81 Increase

Annual	Couple	Employee	Employee/Child	Employee/Spouse	Family
2013-14 96	\$530	\$6,160.08	\$11,148.72	\$12,615.84	\$16,839.
2014-15 32	\$530	\$6,301.80	\$11,405.28	\$12,906.00	\$17,227.

- SEA Request: Cash in lieu for non-participants
- Board Response: No Change (\$0.00)

1. Leave Provisions:

SEA Request: Reduce PTO increments from 2 hours to 1 hour

Board Response: Approved Request

Emergency Medical Leave: (EMLB) Maternity Leave

SEA Request: Reduce from 15 days to 10 days

Board Response: Approve Request

2. 3.3.9D Miscellaneous Extra Duty Pay Considerations:

SEA Request: Reduce supervisory duties in connection with sports and selling tickets

Board Response: No Change

SEA Request: Raise Summer School Pay

Board Response: No Change

Board Request: Drop #5 (List of extended contract positions)

Rationale: Extended contract pay amount is outlined in #3. Changes in contracts are subject to RIF Policy Provisions. Board directed SEA and Superintendent to propose language change.

SEA Response: Approved Request

3.9C Proposed Language Change in Bold.

3. Extended contract will be figured by taking $1/185 \times$ the number of days of extended contract plus the experience in the BA column to step 7 (1.24). Minimum payment **\$175.67/day**; Maximum payment **\$217.83/day**. **Current extended contracts are grandfathered and any reduction may be subject to provisions of the reduction in force policy. Extended contracts for new employees will be considered on an annual basis and listed as an “extra duty” assignment.**

3. 4.3.9 Extra-Duty Pay

Board Request: Reduce Channel 99 from Class 10 to 5%.

Rationale: Channel 99 duties are now contracted services for filming, etc. We are currently paying 5% for staff support to William Dawes. The board recommends moving this to 3.9B at 5%.

SEA Response: Yes

Contract Clean-up Recommendations:

1. Change date for payment of unused PTO from September to on or before their September paycheck.
2. **Grade-Level Reading Coaches:** \$500 per semester - Add positions to the extra-duty schedule 3.9B. This has been occurring in the past without documentation in the negotiated agreement.

The certificated staff approved this agreement on 12/5/13. Negotiations for the Superintendent will begin after January 1, 2014.

Motion to approve the 2014-15 Certificated Staff Master Agreement as presented.

Passed with a motion by Lumir Jedlicka and a second by Richard Brabec.

Richard Brabec: Yea, Eric Cerny: Yea, Lumir Jedlicka: Yea, Chuck Misek: Yea,

Virginia Semerad: Yea, Brian Vavricek: Yea

Yea: 6, Nay: 0

IV.B. Personnel

IV.B.1. Discuss, consider, and take action to approve administrative recommendation to hire Matthew Wachal for the replacement high school custodial position.

We are recommending hiring Matthew Wachal for the high school custodial position vacated with Juan Melendrez's transfer to the maintenance department.

Motion to approve administrative recommendation to hire Matthew Wachal for the replacement high school custodial position. Passed with a motion by Richard Brabec and a second by Eric Cerny.

Richard Brabec: Yea, Eric Cerny: Yea, Lumir Jedlicka: Yea, Chuck Misek: Yea,

Virginia Semerad: Yea, Brian Vavricek: Yea

Yea: 6, Nay: 0

IV.B.2. Discuss, consider, and take action to approve Deborah Buchholz-Sterup's resignation effective at the end of the first semester.

Debbie Buchholz-Sterup has submitted her resignation effective at the end of the first semester. Ms. Buchholz was a Spanish Language Teacher at the high school level. Her resignation is for personal reasons. See attached resignation.

We began advertising this position prior to the Thanksgiving break and will begin the interviewing process immediately. We will have a replacement for this position ASAP and will determine, by the quality of candidates, whether this is a permanent replacement of if only for 2nd semester with no continuing contract provision.

A replacement is being sought. A decision will be made later whether the replacement will be for one-semester or given a contract.

Motion to approve Deborah Buchholz-Sterup's resignation effective at the end of the first semester. Passed with a motion by Brian Vavricek and a second by Virginia Semerad.

Richard Brabec: Yea, Eric Cerny: Yea, Lumir Jedlicka: Yea, Chuck Misek: Yea,

Virginia Semerad: Yea, Brian Vavricek: Yea

Yea: 6, Nay: 0

IV.B.3. Discuss, consider, and take action to approve the Superintendent's 2013-14 fall performance evaluation.

Thank you to the board members for completing your evaluation of my first 6 months as superintendent of Schuyler Community Schools. In accordance with the recent changes in the open meetings law, If done at a regular school board meeting, the superintendent's evaluation must be conducted in open session, unless information is shared would damage

the professional or "good" name. These forms were submitted to Lumir and he was to compile the results and share this information.

Motion to approve the Superintendent's 2013-14 fall performance evaluation as presented. Passed with a motion by Lumir Jedlicka and a second by Virginia Semerad.
Richard Brabec: Yea, Eric Cerny: Yea, Lumir Jedlicka: Yea, Chuck Misek: Yea,
Virginia Semerad: Yea, Brian Vavricek: Yea
Yea: 6, Nay: 0

V. Discussion Items and Reports

V.A. Schuyler Foundation Report

SCHUYLER COMMUNITY SCHOOLS FOUNDATION

MEETING 12/02/2013 @ 12 NOON – 1:00 P.M.

@ SCHUYLER HIGH SCHOOL MEDIA CENTER

Membership: Lumir Jedlicka-Treasurer, Brian Vavricek- President, Virginia Semerad, Clinton Parr- Secretary, Sandy Seckman- Vice President, Victor Lopez, and Dan Hoelsing

Guests – Lora Johnson – Chamber Executive Director

-Joyce Baumert – Performing Arts consultant – 402-352-5324

[-mandjbaumert@gmail.com](mailto:mandjbaumert@gmail.com) – possible member

-Kem Cavanah – Economic Development Coordinator

-Shelley Friesz – sfriesz@esu7.org – 402-352-3527 Ext 216 – Foundation Assistant

-Sheri Balak – sheribalak@gmail.com – Alumni Honors consultant

Absent:

Vision: To support the enrichment of educational programs and student life experiences

Goals: -To promote education in Schuyler Community Schools

-Additional giving of \$100,000 by August 31st, 2014

-Conduct feasibility study on possible new construction at high school building

Secretary Report/Minutes – Review and Approve (refer minutes e-mailed by Shelley Friesz – November 4, 2013)

Treasurer's Report – unofficial total balance \$115,037.

New Business: Sandy to set up after hours in January or February 2014

Committee Reports:

- Labor Day: Brian*, Clinton, Victor
- Scholarship: Sandy*, Lumir
- Education: Lumir*, Lora, Brian
- Alumni Website- Dan
- Alumni Honors Committee: Sheri & Joyce

· Performing Arts Center- Sandy, Joyce and Virginia

- Need to set:
 - Method of Funding
 - Timeline
 - Completed Visual Rendering
 - **Contact Conference Schools to find out about fund raising, Started by large donor and or by special building fund levy**
- Need to create partnerships – Need for meeting w/ Representatives from:
 - SCS Foundation
 - Colfax Foundation
 - Schuyler Community Schools
 - City of Schuyler
 - Economic Development
 - Latino Community
 - Cargill
- Other areas of funding:
 - Individuals/**Groups that have an interest/need for such a facility**
 - SCS General Fund
 - SCS Special Building Fund
 - **Union Pacific Grant**
 - **Bricks for Bucks**
 - **Projected cost Refer to e-mail from Hewgley & Associates**

- Auditorium: 14,058 sf x \$195.00 = \$2,741,310 plus 10% contingency & fees \$274,131.00
- Music Hall: 8,866 sf x \$165.00 = \$1,462,890 plus 10% contingency & fees \$146,289.00
- Cost of project \$4,204,200.00
- Cost of project including contingency & fees \$4,624,620.00

· Promotion: All members – Honors Convocations, Graduation, Labor Day, **Dance Recital**

- Donor recognition board
- Giving Challenges
 - Classes
- **Marketing Plan**

- TV in West and East Gym
 - Names of givers
 - Historical perspective of what the foundation has done
 1. SMS Foundation included
 - Use of Brochure
 - Visual projection of the area – sent to Kem for website
 - Solicit donations:

-Sporting events

-Foundation Fund Raising and Awareness Annual Banquet

-\$75/plate

-Silent Auction

-Melodrama

-Other Ideas

- Channel 99 (11)

Next Meeting – January 6, 2013 12:00 Noon @ the Schuyler Chamber Office

The most recent meeting was December 2, 2013. On December 10, the Foundation will officially take over the duties of the Schuyler Alumni website. They discussed the best way to proceed with the feasibility study after reviewing the results from the District Strategic Planning meetings.

V.B. Rural/Satellite Schools Report

Richland

Jean Lukesh, a Nebraska author, will be speaking to students on Friday, Dec. 13th. The Holiday Program will be Monday, Dec. 16th at 1:30 and 7:00.

Fisher's 24

The Holiday Program will be Thursday, Dec. 12th at 1:30 and 7:00. We have RSVP attendance confirmation from Santa and Mrs. Claus.

V.C. Curriculum/Instruction/Assessment

Standards/Assessment/Accountability – Many teachers have been trained to use the NeSA testing software so they will be working with their students to get their students ready for the assessment. Anyone can see the practice test by going to <https://ne.drctdirect.com/> in a Google Chrome browser (Chrome is the only supported browser).

Curriculum Work: Elementary, Middle and High School Social Studies teams met to ensure that the Social Studies Curriculum is fully aligned with the Nebraska State Standards. We are

planning to meet again as a K-12 team to be sure that we have both horizontal and vertical alignment.

The district steering committee along with counselors met to begin the process of developing an assessment system. We meet with a representative of the Northwest Evaluation Association (NWEA) to learn about the Measures of Academic Progress (MAP) Assessment. This assessment system will allow us to track student data over time and will give us an additional assessment that is aligned to the Nebraska Standards. I will plan to bring a proposal to be board by the January meeting.

School Improvement: We have begun the process of submitting data and other necessary materials and narratives into the ASSIST program. Some schools have started doing parent surveys as well.

Some teachers have been trained to use the NeSA testing software in order to work with students to prepare for the assessment. Board members can see the practice test by going to <https://ne.drccdirect.com/> in a Google Chrome browser. The NeSA writing test will begin in January, 2014.

V.D. Activities Administrator Report

*I received a thank you letter for Schuyler Community Schools participation in the heart walk that was held before a home varsity football game. See Attachment.

*November 6th was the NSAA District II mtg in Boys Town. Attached are the meeting results.

*November 18th was the winter sports parent meeting. The agenda is attached.

*December 11th, is our next Holiday Basketball Tourney meeting at HyVee at 7 am. Minutes from the last meeting are attached.

*December 11th is also our next conference meeting.

*Attached is the December NSAA newsletter

Happy Holidays to you and yours!

December 11th is the next Holiday Basketball Tourney meeting and also our next conference meeting. November 18 was the Winter Sports Parents' Meeting at SCHS. Parental involvement at activities is improving but not where it should or could be; small progress has been seen.

V.E. Director of Facilities/Transportation Report

High School

Custodian/Maintenance

We hired Matt Wachal as our night time custodian, Matt is a Schuyler native and a graduate of Schuyler high school in 1983, His mom was a head cook at the high school for many years. We are glad to have Matt on our staff

I met with Larry Wennekamp to discuss where we need to have back flow devices, a copy will be in your board packet. In four areas we will need to have a license plumber to put the main back flow device in, we also will have to have an annual inspection every year.

Installed 2 electrical circuits for our magnetic locks, repaired refrigerator in chemistry lab, repaired ice machine West gym, serviced all roof top units

Middle School

Repaired roof top unit #11, # 12, and #1, repaired refrigerator in work room

Elementary School

Repaired roof top unit #25 and #8, also worked on A-1 with Freon leaks, repaired hand sprayer in the kitchen, rubber mulch arrived for the playground area

Preschool

Replaced six T-12 fixtures to T-8 fixtures in SE modular

Richland

General maintenance

District 4R

General maintenance; repaired North furnace, replaced entrance fixture

District 24

General maintenance

Some backflow devices need to be replaced according to Larry Wennekamp, (Department of Utilities) in four areas. We will have a licensed plumber install the main back flow device and we also will need an annual inspection every year.

V.F. Schuyler Elementary School Report

1. NeSA Medal Ceremony: Awarded 621 Medals to students for their accomplishments on 2013 assessments.
2. Santa Connection: Our students had an opportunity to visit live with Santa over our DL system.
3. P-T Conferences: Our parents met with reading teachers as well as their child's classroom

teacher. New twist!

4. Holiday Concerts: December 18th

5. Thank You and Merry Christmas!

At the 2013 NeSA Medal ceremony a total of 621 medals were given out.

V.G. Schuyler Middle School Report

1. SMS Students of the Month: 6th Grade - Kieerty Ruiz,
7th Grade - Roberto Rodriguez,
8th Grade - Jennifer Huerta.
2. Parent-Teacher Conferences: Held on December 5th from 8:00 AM to 8:00 PM.
3. SMS Wrestling Tournament: Held on December 7th beginning @ 8:30 AM.
4. Combined Band/Vocal Concerts: December 15th @ 2:00 PM at the High School East Gym.
5. Science Lab: New science lab opened in November.
6. Math Contest: The East Central Nebraska Sundog Math Contest held on October 25th. seven students placed in the top 10, and six students received honorable mention.
7. NASB Tech Showcase: Three of Mrs. Prescott's 8th grade students presented at the NASB Tech Showcase in LaVista.
8. TeamMates Mentoring Program is currently serving 12 active mentor-mentee matches at SMS.

Thank you to the volunteers and food service providers for assisting with the Thanksgiving meal.

The new science lab has been up and running for the month of November. SMS participated in the East Central Nebraska Sundog Math contest held on-line October 25th through the 31st. In one week, 113 students answered a total of 54,994 math questions correctly. SMS was the overall winner of the contest. On November 22nd, three eighth grade students presented at the NASB Tech Showcase in La Vista.

V.H. Schuyler Central High School Report

Parent teacher conferences were held on Thursday December 5th. Percentages have not been calculated at this time, but in visiting with Mrs. Marking the perception is that we will be below 45 % with regard to attendance.

Short lessons for review have started in the Focus classes for juniors. The Language Arts PLC team created a short reading quiz that students took using My Big Campus as the delivery system. Additionally, Information from Nebraska Online assessment and Check for learning (C4L) are being used by teachers in math, science, and language arts to help identify areas of strengths and weaknesses for additional “mini” lessons to be developed by teachers and used during Focus time.

School Improvement – Longitudinal assessment system

On the morning of 12/4, Mr. Gibbons set up a presentation by NWEA (Measure of Academic Progress assessment) to be given to the district level school improvement steering

committee. In the afternoon, the committee discussed the pros and cons of the MAP assessment and reviewed current practices. I feel that this is one of the most important decisions that SCS needs to make in the near future. I would like to thank Mr. Gibbons for setting up this meeting and leading the discussion for the next steps for setting up a longitudinal assessment system.

I want to make you aware of a change in course offering for 2nd semester in the area of Industrial Technology. Mr. Dawes will be offering a class in carpentry, or woods, during the 2nd semester. This class will replace the advanced automotive class.

This is a busy time of year! Our students are active in sports, one-act, clubs, and fine arts, just to name a few. Our counselors, Ms. Johnson and Ms. Kneen have been busy organizing activities for our students to keep looking forward to college and career. Ms. Johnson and Ms. Sweeney have hosted a couple of evening sessions to help seniors with college admissions and all of the other paperwork associated with plans for next year. One Monday night she is hosting 2 sessions for students and parents to be able to ask questions, make plans, and set goals. On top of all the other activities we are winding down to the end of the first semester. That is hard to believe.

A change in course offering for 2nd semester will be in the area of Industrial Technology. Replacing advanced automotive technology will be a class in carpentry. The automotive technology class shares classroom space with the welding class and space is limited. More discussion is needed on the future of the automotive technology classes. Short lessons for review have started in the Focus classes for juniors. The Language Arts PLC team created a short reading quiz that students took using My Big Campus as the delivery system. Additionally, Information from Nebraska Online assessment and Check for learning (C4L) are being used by teachers in math, science, and language arts to help identify areas of strengths and weaknesses.

V.I. Superintendent's Report

1. **Bus Rebate Program:** We just received word that our application for the 2013 School Bus Rebate Program was not selected. NDEQ received more applications than available rebates. The drawing was held on November 22nd and those not selected have been placed on a waiting list. If a grant recipient is not able to fulfill the terms of their grant, the reimbursement opportunity will be given to the next eligible school that was selected. The drawing results have been posted on their website at:

<http://deq.ne.gov/press.nsf/pages/NEWS112213>.

2. **Strategic Planning Workshop:** The staff completed the first phase of the 2014 strategic planning workshop on Friday, December 6th. We are working to compile the results of the work completed by our staff and prepare for the board/community meeting on December 19th. The principals will be inviting parent representatives from each building and will need recommendations from the board on our business community participation.

3. **Student Transfer/Option:** See Attachment.

Schuyler Community Schools were not selected as a finalist in the 2013 School Bus Rebate Program. NDEQ received more applications than available rebates; however, if one of the other finalists does not meet specifications, those on the waiting list will be considered. A second Strategic Planning Workshop will be held December 19 at SCHS. A series of questions will be posed to those attending to help the school board and administration prepare the district for a plan for the future. Everyone, including parents and community members, is invited to attend. Dr. Hoelsing said "The greater the input-the greater the results."

V.J. Board Member and Committee Reports

1. **NASB State Conference:** Thank you to all the board members for taking time and making the commitment to come to the state convention in Omaha in November. There were great sessions and good information for us to consider as resources as we move forward. I did attach the link to the conference site for your review and to share with community patrons. <http://members.nasbonline.org/SitePages/Welcome.aspx>

2. **Cargill Meeting:** Lumir asked me to schedule a meeting with Cargill Management Team. We scheduled a meeting with their Management and Human Relations Personnel for Tuesday, December 10th at 2:30 PM. I would like to have a few board members volunteer meet with us at the High School to discuss ways to work more closely in the future. Let me know at the meeting who would like to meet.

School board members shared highlights of work sessions they attended at the NASB State Conference. All thought it was very impressive and worthwhile. A meeting was scheduled with the Cargill Management Team and Human Relations Personnel for Tuesday, December 10th at 2:30 PM.

VI. Correspondence Items

VII. Executive Session

VIII. Adjournment

Motion to adjourn at 7:30 PM. Passed with a motion by Brian Vavricek and a second by Eric Cerny.

Richard Brabec: Yea, Eric Cerny: Yea, Lumir Jedlicka: Yea, Chuck Misek: Yea, Virginia Semerad: Yea, Brian Vavricek: Yea

Yea: 6, Nay: 0