



Schuyler Community Schools  
Board of Education Regular Meeting  
Monday, December 9, 2019 6:30 PM  
Schuyler Central High School Music Room  
401 Adam Street  
Schuyler, NE 68661-2400

Attendance Taken at 6:33 PM.

Virginia Semerad: Absent  
Richard Brabec: Present  
Mynor Hernandez: Present  
Nina Lanuza: Present  
Chuck Misek: Present  
Brian Vavricek: Present  
Present: 5, Absent: 1.

Attendance Update Taken at 6:40 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

I.A. Pledge of Allegiance

All in attendance 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 front of the meeting room.

**Nebraska Open Meetings**

**Act:** [http://nitc.nebraska.gov/documents/statutes/NebraskaOpenMeetingsAct\\_current.pdf](http://nitc.nebraska.gov/documents/statutes/NebraskaOpenMeetingsAct_current.pdf)

## 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, Mynor Hernandez: Yea, Nina Lanuza: 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)

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

- Student Council's Christmas Sweater contest is December 17th. We love supporting this festive event!
- Finals week is quickly approaching! December 16-20.
- Student Council donated to the food pantry.
- National Honor Society will be organizing and helping hand out food from the food pantry.

## IV. Action Items

### IV.A. Americanism: Curriculum, Assessment, and Instructional Programs

This committee is responsible for reviewing curriculum recommendations, textbook selection, requisitions/inventory, and instructional programs.

**IV.A.1. Consider, discuss, and take action to approve a teacher's request for an overnight trip.**

This is the fourth year of the Washington DC Trip request. Mrs. Shanda Hall is the staff member requesting your approval. This trip is really not a school function, but because it involves our employees. EMC's representative have confirmed that there's liability coverage for all employees of the school going. They would also have work comp if they were doing something in the scope of their duties and got injured. She didn't see there to be any issue with the trip. Our board policy outlining overnight trip requests is included below.

**CERTIFICATED EMPLOYEE TRAINING, WORKSHOPS OR CONFERENCES Policy 409.02**

Requests for attendance or participation in a development program, other than those development programs sponsored by the school district, shall be made to the superintendent. Approval of the superintendent or his designee with the principal's input must be obtained prior to attendance by a certificated employee in a professional development program when the attendance would result in the certificated employee being excused from their duties or when the school district pays the expenses for the program.

Employees authorized by the superintendent or his designee to represent the school system at training, workshops and conferences will be allowed salary and expenses in conformance with regulations on expense reimbursement. Requests that involve unusual expenses or overnight travel must also be approved by the board.

The superintendent or his designee with input from the principal shall have sole discretion to allow or disallow certificated employees to attend or participate in the requested event. When making this determination, the superintendent will consider the value of the program for the certificated employee and the school district, alignment with the school improvement process, the effect of the certificated employee's absence on the education program and school district operations and the school district's financial situation as well as other factors deemed relevant in the judgment of the superintendent or his designee.

The requirements stated in the Negotiated Contract between employees in that certified collective bargaining unit and the board regarding professional development of such employees shall be followed.

Cross Reference:

402.08 Employee Travel Compensation

402.11 Credit Cards

Motion to approve staff member's request for an overnight trip. Passed with a motion by Richard Brabec and a second by Mynor Hernandez.

Virginia Semerad: Absent, Richard Brabec: Yea, Mynor Hernandez: Yea, Nina

Lanuza: Yea, Chuck Misek: Yea, Brian Vavricek: Yea

Yea: 5, Nay: 0, Absent: 1

**IV.B. Budget, finance, negotiations, and personnel**

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

**IV.B.1. Consider, discuss, and take action to accept staff resignations**

1. **Patrica Fellers:** SES 4th Grade Teacher (Husband received a transfer)
2. **Mariana Medina - Santos:** SES Para Educator
3. **Roberto Magana:** SCHS Para Educator

Motion to accept staff resignations Passed with a motion by Mynor Hernandez and a second by Brian Vavricek.

Richard Brabec: Yea, Mynor Hernandez: Yea, Nina Lanuza: Yea, Chuck Misek: Yea, Virginia Semerad: Yea, Brian Vavricek: Yea  
Yea: 6, Nay: 0

Motion to release Mrs. Patricia Fellers from her contract. Passed with a motion by Brian Vavricek and a second by Richard Brabec.

Richard Brabec: Yea, Mynor Hernandez: Yea, Nina Lanuza: Yea, Chuck Misek: Yea, Virginia Semerad: Yea, Brian Vavricek: Yea  
Yea: 6, Nay: 0

IV.B.2. Consider, discuss, and take action to approve new hire recommendations.

1. **Hanna Sedlacek:** SES SPED Teacher
2. **Alejandra Gutierrez:** Head Start Teacher
3. **Jeanette Burnett:** SCHS Food Service
4. **Maria E Arciva:** SMS Food Service

Motion to approve new hire recommendations. Passed with a motion by Mynor Hernandez and a second by Virginia Semerad.

Richard Brabec: Yea, Mynor Hernandez: Yea, Nina Lanuza: Yea, Chuck Misek: Yea, Virginia Semerad: Yea, Brian Vavricek: Yea  
Yea: 6, Nay: 0

## V. Discussion Items and Reports

V.A. Review Priority School's Report  
See Attached Report

### V.B. Principals Reports

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

**Program/Staff Member Spotlight:** This month I would like to recognize Ingrid Rodriguez for the work she has put in to getting the Family Literacy program up and running at SES. Ms. Rodriguez has done a great job making sure small details are taking care of. A large part of why the program will be a great success is due to Ms. Rodriguez hard work she has put in.

#### **SMS K-2 Principal's Report: Mr. Kovar**

**Program/Staff Member Spotlight:** I would like to highlight Sheila Hoppe, kindergarten teacher at Schuyler Elementary School. Ms. Hoppe is on the leadership team representing the kindergarten teachers, as well as coaching various sports for the district. Ms. Hoppe hosted a student teacher in her classroom this fall, and put in countless hours to help get the stem lab ready for our school. She is always willing to help, and does a great job for our district. We are very lucky to have her.

#### **Rural Schools Principal's Report: Ms. Bebout**

**Program/Staff Member Spotlight:** Winnie Harbison is a classified staff member who works as my administrative assistant and as the receptionist for the Homestead Center downtown. She helps me in many ways with a multitude of jobs. Winnie is gifted at making any type of google spreadsheet, notes to go out, and translating. She is always willing to do anything I ask and is usually asking what else she can do to help. It has been such a blessing to my schedule to have her help this year!! Winnie also helps community members apply for jobs online and with the new Family Literacy Program at the

elementary school. She loves to stay busy and does a GREAT job at anything that is assigned to her!

Winnie was born in Kansas, adopted at birth, and was brought back to Schuyler where she was raised and went to school. She has worked for the school district since November 2016 at the Homestead Center. This year she also took on the role as an admin assistant for the rural school principal. Winnie's partner's name is Daniel Guevara. She has four children that attend SES, SMS, and SCHS. Their names are Aaliyah (15), Luis (13), Yesenia (10), and Elizabeth (4). Winnie has an Associates degree in business administration. I appreciate everything she has done for our district and the dedication she has for Schuyler!

#### **Middle School Assistant Principal's Report: Mr. Zavadil**

**Program/Staff Member Spotlight:** I would like to highlight Mr. Policky as a staff member that has been doing a great job. Mr. Policky is the 8<sup>th</sup> grade Social Studies teacher and is also the School improvement team leader for Schuyler Middle School. Mr. Policky is well known for his hard work and consistency in the classroom.

**Notable Events:** We just finished up with our Second half of APL training for new staff and we will be looking for signs of those strategies in the classroom as the year continues. Our Winter rounds of STAR testing is underway and Ms. Semerad, Mr. Ehmke, Mr. Coatney and the Middle School Vocal and Band students are working hard to prepare for their **Holiday Concert on Monday December 16<sup>th</sup> starting at 5:30 in the SMS gym**

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

**Program/Staff Member Spotlight:** For person spotlight I want to recognize our front office staff. Alejandra Dimas, Coralie Shonka and Florncia Ramon all do a great job of handling their duties. They work great together and are a friendly face to all who enter our building. They all handle whatever comes their way in a very professional and efficient manner. A big thank you to each of them!

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

**Program Spotlight:** For the past three years we have worked hard to have a solid, strong, viable Landscaping program. The CTE curriculum and program has struggled for a few years because we have had new teachers hired with no experience. The program was struggling to find a committed and solid staff to develop CTE classes and curriculum. The purpose of these classes is to provide a strong background in the CTE curriculum area and to provide college opportunities to our students. This year's new staff have provided a boost to our CTA courses and in the activities area of FFA, and the green house at the rear of SCHS. With a solid staff, we look forward to watch this area grow and develop.

**Staff Member Spotlight:** The staff members to be recognized for their work in the high school this month are Mrs. Erin Trotter, Casey Harper, and Charles Hozier. Casey and Charles are our new teachers in the CTE programs and classes. Erin has been with our school for the past three years in the landscaping and greenhouse. These three teachers have worked hard every day to provide opportunities for our students in the CTE programs we offer. They have taken on the responsibility of developing and implementing the CTE curriculum with great enthusiasm.

**Upcoming Events:** The high school continues to work with the state's priority plan, Discovery Ed Coaching, Discovery Ed Project Based Learning, APL, Capturing Kids Hearts, and Star 360. Winter sports begins on Thursday, December 5<sup>th</sup> with our wrestling team hosting Crete. Construction on the building continues at a steady pace and would work at a faster pace if we did not have weather issues. Finals will be given on December 18<sup>th</sup> through the 20<sup>th</sup>. Have a great holiday.

### V.C. Directors Reports

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

**Program/Staff Member Spotlight:** I would like to highlight 2 of our parent volunteers for youth boys' basketball. Josh Pacas and Paola Acosta have been working with our 12 kindergarten boys. They

have done a great job working with those boys, making basketball fun, and working on building a solid base of basketball fundamentals. We could use more parents like Josh and Paola, I really appreciate what they do for our school.

#### **Warrior Academy - After-School Program Director's Report: Ms. Bebout**

**Program/Staff Member Spotlight:** Kiara Gonzalez works as a club leader for the after-school program. She has worked for the ASP for three years. Kiara is a kindhearted leader who works well with students and other co-workers. She has been an essential person in our program and is able to run so many amazing clubs!

Kiara was born in Los Angeles, CA but moved to Schuyler when she was a month old. She is currently enrolled in CCC where she is getting her degree in Early Childhood Education. Kiara is very 'artsy' and runs clubs like Melting Madness (crafting) and Canvas Kids (art/paint). She enjoys working in the ASP because working in this program helped her decide what type of degree she should get. Kiara likes how the after-school program allows students to experience different clubs and opportunities. She also enjoys working with her co-workers. I would like to thank her for all of her hard work and dedication to the elementary students in our district!

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

**Program/Staff Member Spotlight:** I would like to highlight the work of Mr. Brandte Hayes with our Girls Basketball team. This is his 1<sup>st</sup> season running the program and he has been putting in a lot of time and effort to work with these teams. This work has shown promise with our Girls' teams getting wins over teams that we did not beat last year.

**Notable Events:** Wrestling and Girls Basketball seasons have just a week and a half of season to conclude and we are already planning to start Boys Basketball season as soon as the second semester begins. We just wrapped up another successful middle school wrestling tournament in the SCHS east gym and have three events left on the Calendar. Girls basketball has been competing hard, we have a game this evening Vs. Madison and after that have two more home games this week.

#### **SCHS Activities Director's Report: Mr. Kasik**

**Program/Staff Member Spotlight:** I would like to spotlight our One-Act Play Production program. We brought Jill Hoelsing out of retirement to help mentor next year's PP coaches. Mrs. Hoelsing has done a great job of stepping in and building a strong staff. Next year's staff will be led by Hope Pederson, Troy Ehmke, Morgan Semerad and Don Seehusen and Michael Trotter as set coordinators. Each of these individuals brings unique strengths to this group and all have worked hard to learn and guide this year's group of students.

**Upcoming Events:** We have just started our winter seasons and we have good numbers in girls' and boys' basketball and Wrestling. Our first home event is December 5<sup>th</sup> with Crete coming here for a wrestling dual. Our first home basketball game is December 14 when Plattsmouth comes to town for a 3:00 varsity tip off.

#### **Special Education Director's Report: Mrs. Vrba**

**Program/Staff Member Spotlight:** Bernice Maxwell is a new addition to the SMS Special Education department this year. Many of us have been trained by Mrs. Maxwell and her sidekick, Amy, on implementing the Intensive Verbal Behavior program. The growth our students have made in Elyse's room at SES is just astonishing. (We are extremely lucky to have Nebraska's lead trainer on our staff!) Bernice is one of the most caring, compassionate, dedicated and empathic teachers I have had the honor to work with! She has succeeded at forming relationships with all her students which has led to her students reaching higher levels of growth of their STAR 360 assessments. (The growth has been measured from between a year to 3 1/2 years!) They have been surprising themselves on a daily basis. A couple of weeks ago during her iObservation, Mrs. Maxwell asked a young man to read the next paragraph. I had never heard him read in front of his peers and I have known him since Kindergarten. (It was truly a distinctive moment that won't easily be forgotten...I just couldn't believe it!) Mrs. Maxwell is extremely selfless and willing to go the extra mile to share her expertise with other teachers across the district!

**Student Services Director's Report: Dr. Lefdal**

**Program/Staff Member Spotlight:** I would like to spotlight our one act performers and coaches. The coaches and students put on an amazing program at conference and district. I am excited to have my children be part of the program as well as see other students find a place to shine.

**Notable Topics:** Our priority school meetings have been very good. We have had some great conversations as well as excellent planning. I am excited to see the improvements for the year.

**Looking ahead:** I am excited to start planning out our 2019-20 school class schedule. I believe with our new addition, we will be able to work with our class schedule to make it even better for our students.

**Curriculum, Assessment, and Instruction Director's Report: Dr. Gibbons**

**Program/Staff Member Spotlight** - Over the last few years, SCS has engaged staff in instructional strategies workshops put on by A.P.L. Associates. It is an intense five-day workshop that teachers new to the district just completed. I would like to spotlight the staff members who attended for the extra work that it takes to be gone from class and I would also like to all the staff members who covered for the teachers who couldn't get subs.

**Notable Events:** We will be completing the winter Star 360 screening in Math and Reading. We will use the data to track student progress on essential state standards.

**Upcoming Events** - One of our major curriculum purchases this year is going to be science at the elementary level. The K-5 science team took a day Monday, November 25th to learn more about the new standards, phenomena and the three dimensions of science. We then spent time discussing our rubric to ensure that we are all scoring programs the same. Finally, curriculum team members listened to a presentation from Discovery Education about their K-5 Science Techbook. We will then meet December 11 to hear from McGraw-Hill and PH.D. Science from Great Minds.

**V.D. Superintendent's Report**

**Program/Staff Member Spotlight:** Marv Aldrich announced his retirement effective at the end of the 2019-20 school year. Marv has done a great job of maintaining our athletic fields, but also works with the landscaping and mowing on all district facilities. In addition, Marv helps the maintenance staff on setting up and tearing down of special events and numerous maintenance jobs with little or no recognition. Marv is truly a valuable employee who will be missed. I wish Marv Aldrich the best in his well deserved retirement.

**V.E. Board Member/Committee Reports**

1. **Foundation Meeting Report:** See Foundation website for meeting information.

2. **2019 Superintendent's Evaluation:** Board members were asked to complete the annual superintendent evaluation following the regular November board meeting. Board President, Rich Brabec, compiles the evaluation results 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 2020 contract recommendations.

**VI. Correspondence Items****VII. Adjournment**

Motion to adjourn Passed with a motion by Richard Brabec and a second by Chuck Misek.  
Richard Brabec: Yea, Mynor Hernandez: Yea, Nina Lanuza: Yea, Chuck Misek: Yea,  
Virginia Semerad: Yea, Brian Vavricek: Yea

Yea: 6, Nay: 0