

MINUTES  
BOARD OF EDUCATION

September 9, 2024

7:30 PM

President Dave Zimmerman called the meeting to order at 7:30 PM with the following members in attendance:

I. Call Meeting to Order

I.A. Roll Call

I.B. Notice of Nebraska Open Meetings Act Posted

II. Approval of Minutes from the August 14, 2024, Regular Board Meeting

Motion to approve minutes from the August 14, 2024, Regular Board Meeting. This motion, made by Debra Schlake and seconded by Dana Dorn, passed.

Jeff Argo: yes, Dana Dorn: yes, Betsy Frerichs: yes, Jared McKeever: yes, Debra Schlake: yes, David Zimmerman: yes  
yes: 6, no: 0

III. Communications, Audiences, and Recognitions

III.A. Public comments will not be received after this period of time. Public comment period is limited to 5 minutes per person and a total of 30 minutes overall.

IV. Financial Statement: Items for Discussion, Consideration, and/or Action

IV.A. Approval of Bills

IV.A.1. General Fund, Special Building Fund, Depreciation Fund, and Qualified Capital Purpose Undertaking Fund Claims

Motion to approve the general fund, special building fund, depreciation fund, and qualified capitol purpose undertaking fund claims. This motion, made by Jeff Argo and seconded by Jared McKeever, passed.

Jeff Argo: yes, Dana Dorn: yes, Betsy Frerichs: yes, Jared McKeever: yes, Debra Schlake: yes, David Zimmerman: yes  
yes: 6, no: 0

IV.A.2. Lunch & Activity Claims

- V. Support Service
  - V.A. Facility Update
  - V.B. Personnel Items
  - V.C. Technology Update
- VI. Administrative and Committee Reports
  - VI.A. Student Board Member Report
  - VI.B. Elementary Principal's Report
  - VI.C. Secondary Principal's Report
  - VI.D. Superintendent's Report
- VII. Items for Discussion, Consideration, and/or Action
  - VII.A. Option Enrollment Applications
- VIII. Adjournment

Motion to adjourn the meeting at 8:07 p.m. This motion, made by Jeff Argo and seconded by Dana Dorn, passed.

Jeff Argo: yes, Dana Dorn: yes, Betsy Frerichs: yes, Jared McKeever: yes, Debra Schlake: yes, David Zimmerman: yes

yes: 6, no: 0

BY

President of the Board of Education

Of this School District

ATTEST

Secretary of the Board of Education

of this School District

# NEBRASKA OPEN MEETINGS ACT

**84-1407. Act, how cited.** Sections 84-1407 to 84-1414 shall be known and may be cited as the Open Meetings Act.

**84-1408. Declaration of intent; meetings open to public.** It is hereby declared to be the policy of this state that the formation of public policy is public business and may not be conducted in secret.

Every meeting of a public body shall be open to the public in order that citizens may exercise their democratic privilege of attending and speaking at meetings of public bodies, except as otherwise provided by the Constitution of Nebraska, federal statutes, and the Open Meetings Act.

**84-1409. Terms, defined.** For purposes of the Open Meetings Act, unless the context otherwise requires:

(1)(a) Public body means (i) governing bodies of all political subdivisions of the State of Nebraska, (ii) governing bodies of all agencies, created by the Constitution of Nebraska, statute, or otherwise pursuant to law, of the executive department of the State of Nebraska, (iii) all independent boards, commissions, bureaus, committees, councils, subunits, or any other bodies created by the Constitution of Nebraska, statute, or otherwise pursuant to law, (iv) all study or advisory committees of the executive department of the State of Nebraska whether having continuing existence or appointed as special committees with limited existence, (v) advisory committees of the bodies referred to in subdivisions (i), (ii), and (iii) of this subdivision, and (vi) instrumentalities exercising essentially public functions; and

(b) Public body does not include (i) subcommittees of such bodies unless a quorum of the public body attends a subcommittee meeting or unless such subcommittees are holding hearings, making policy, or taking formal action on behalf of their parent body, except that all meetings of any subcommittee established under section 81-15,175 are subject to the Open Meetings Act, (ii) entities conducting judicial proceedings unless a court or other judicial body is exercising rulemaking authority, deliberating, or deciding upon the issuance of administrative orders, and (iii) the Judicial Resources Commission or subcommittees or subgroups of the commission;

(2) Meeting means all regular, special, or called meetings, formal or informal, of any public body for the purposes of briefing, discussion of public business, formation of tentative policy, or the taking of any action of the public body; and

(3) Virtual conferencing means conducting or participating in a meeting electronically or telephonically with interaction among the participants subject to subsection (2) of section 84-1412.

**84-1410. Closed session; when; purpose; reasons listed; procedure; right to challenge; prohibited acts; chance meetings, conventions, or workshops.**

(1) Any public body may hold a closed session by the affirmative vote of a majority of its voting members if a closed session is clearly necessary for the protection of the public interest or for the prevention of needless injury to the reputation of an individual and if such individual has not requested a public meeting. The subject matter and the reason necessitating the closed session shall be identified in the motion to close. Closed sessions may be held for, but shall not be limited to, such reasons as:

(a) Strategy sessions with respect to collective bargaining, real estate purchases, pending litigation, or litigation which is imminent as evidenced by communication of a claim or threat of litigation to or by the public body;

(b) Discussion regarding deployment of security personnel or devices;

(c) Investigative proceedings regarding allegations of criminal misconduct;

(d) Evaluation of the job performance of a person when necessary to prevent needless injury to the reputation of a person and if such person has not requested a public meeting;

(e) For the Community Trust created under section 81-1801.02, discussion regarding the amounts to be paid to individuals who have suffered from a tragedy of violence or natural disaster; or

(f) For public hospitals, governing board peer review activities, professional review activities, review and discussion of medical staff investigations or disciplinary actions, and any strategy session concerning transactional negotiations with any referral source that is required by federal law to be conducted at arms length.

Nothing in this section shall permit a closed meeting for discussion of the appointment or election of a new member to any public body.

(2) The vote to hold a closed session shall be taken in open session. The entire motion, the vote of each member on the question of holding a closed session, and the time when the closed session commenced and concluded shall be recorded in the minutes. If the motion to close passes, then the presiding officer immediately prior to the closed session shall restate on the record the limitation of the subject matter of the closed session. The public body holding such a closed session shall restrict its consideration of matters during the closed portions to only those purposes set forth in the motion to close as the reason for the closed session. The meeting shall be reconvened in open session before any formal action may be taken. For purposes of this section, formal action shall mean a collective decision or a collective commitment or promise to make a decision on any question, motion, proposal, resolution, order, or ordinance or formation of a position or policy but shall not include negotiating guidance given by members of the public body to legal counsel or other negotiators in closed sessions authorized under subdivision (1)(a) of this section.

(3) Any member of any public body shall have the right to challenge the continuation of a closed session if the member determines that the session has exceeded the reason stated in the original motion to hold a closed session or if the member contends that the closed session is neither clearly necessary for (a) the protection of the public interest or (b) the prevention of needless injury to the reputation of an individual. Such challenge shall be overruled only by a majority vote of the members of the public body. Such challenge and its disposition shall be recorded in the minutes.

(4) Nothing in this section shall be construed to require that any meeting be closed to the public. No person or public body shall fail to invite a portion of its members to a meeting, and no public body shall designate itself a subcommittee of the whole body for the purpose of circumventing the Open Meetings Act. No closed session, informal meeting, chance meeting, social gathering, email, fax, or other electronic communication shall be used for the purpose of circumventing the requirements of the act.

(5) The act does not apply to chance meetings or to attendance at or travel to conventions or workshops of members of a public body at which there is no meeting of the body then intentionally convened, if there is no vote or other action taken regarding any matter over which the public body has supervision, control, jurisdiction, or advisory power.

**84-1411. Meetings of public body; notice; method; contents; when available; right to modify; duties concerning notice; virtual conferencing authorized; requirements; emergency meeting without notice; appearance before public body.**

(1) Until January 1, 2025:

(a) Each public body shall give reasonable advance publicized notice of the time and place of each meeting as provided in this subsection. Such notice shall be transmitted to all members of the public body and to the public.

(b)(i) Except as provided in subdivision (1)(b)(ii) of this section, in the case of a public body described in

subdivision (1)(a)(i) of section 84-1409 or such body's advisory committee, such notice shall be published in a newspaper of general circulation within the public body's jurisdiction and, if available, on such newspaper's website.

(ii) In the case of the governing body of a city of the second class or village or such body's advisory committee or the governing body of a rural or suburban fire protection district, such notice shall be published by:

(A) Publication in a newspaper of general circulation within the public body's jurisdiction and, if available, on such newspaper's website; or

(B) Posting written notice in three conspicuous public places in such city, village, or district. Such notice shall be posted in the same three places for each meeting.

(iii) In the case of a public body not described in subdivision (1) (b)(i) or (ii) of this section, such notice shall be given by a method designated by the public body.

(iv) In case of refusal, neglect, or inability of the newspaper to timely publish the notice, the public body shall (A) post such notice on its website, if available, and (B) post such notice in a conspicuous public place in such public body's jurisdiction. The public body shall keep a written record of such posting. The record of such posting shall be evidence that such posting was done as required and shall be sufficient to fulfill the requirement of publication.

(c) In addition to a method of notice required by subdivision (1)(b) (i) or (ii) of this section, such notice may also be provided by any other appropriate method designated by such public body or such advisory committee.

(d) Each public body shall record the methods and dates of such notice in its minutes.

(e) Such notice shall contain an agenda of subjects known at the time of the publicized notice or a statement that the agenda, which shall be kept continually current, shall be readily available for public inspection at the principal office of the public body during normal business hours. Agenda items shall be sufficiently descriptive to give the public reasonable notice of the matters to be considered at the meeting. Except for items of an emergency nature, the agenda shall not be altered later than (i) twenty-four hours before the scheduled commencement of the meeting or (ii) forty-eight hours before the scheduled commencement of a meeting of a city council or village board scheduled outside the corporate limits of the municipality. The public body shall have the right to modify the agenda to include items of an emergency nature only at such public meeting.

(2) Beginning January 1, 2025:

(a) Each public body shall give reasonable advance publicized notice of the time and place of each meeting as provided in this subsection. Such notice shall be transmitted to all members of the public body and to the public.

(b)(i) Except as provided in subdivision (2)(b)(ii) of this section, in the case of a public body described in subdivision (1)(a)(i) of section 84-1409 or such body's advisory committees, such notice shall be given by:

(A)(I) Publication in a newspaper of general circulation within the public body's jurisdiction that is finalized for printing prior to the time and date of the meeting, (II) posting on such newspaper's website, if available, and (III) posting on a statewide website established and maintained as a repository for such notices by a majority of Nebraska newspapers. Such notice shall be placed in the newspaper and on the websites by the newspaper; or

(B)(I) Posting to the newspaper's website, if available, and (II) posting to a statewide website established and maintained as a repository for such notices by a majority of Nebraska newspapers if no edition of a newspaper of general circulation within the public body's jurisdiction is to be finalized for printing prior to the time and date of the meeting. Such notice shall be placed in the newspaper and on the websites by the newspaper.

(ii) In the case of the governing body of a city of the second class or village, any advisory committee of such governing body, or the governing body of a rural or suburban fire protection district, such notice shall be given by:

(A)(I) Publication in a newspaper of general circulation within the public body's jurisdiction that is finalized for printing prior to the time and date of the meeting, (II) posting on such newspaper's website, if available, and (III) posting on a statewide website established and maintained as a repository for such notices by a majority of Nebraska newspapers. Such notice shall be placed in the newspaper and on the websites by the newspaper;

(B)(I) Posting to the newspaper's website, if available, and (II) posting to a statewide website established and maintained as a repository for such notices by a majority of Nebraska newspapers if no edition of a newspaper of general circulation within the public body's jurisdiction is to be finalized for printing prior to the time and date of the meeting. Such notice shall be placed in the newspaper and on the websites by the newspaper; or

(C)(III) Posting written notice in three conspicuous public places in such city, village, or district. Such notice shall be posted by the public body in the same three places for each meeting.

(iii) In the case of a public body not described in subdivision (2) (b)(i) or (ii) of this section, such notice shall be given by a method designated by the public body.

(iv) In case of refusal, neglect, or inability of the newspaper to publish the notice, the public body shall (A) post such notice on its website, if available, (B) submit a post on a statewide website established and maintained as a repository for such notices by a majority of Nebraska newspapers, and (C) post such notice in a conspicuous public place in such public body's jurisdiction. The public body shall keep a written record of such posting. The record of such posting shall be evidence that such posting was done as required and shall be sufficient to fulfill the requirement of publication.

(3)(a) The following entities may hold a meeting by means of virtual conferencing if the requirements of subdivision (3)(b) of this section are met:

(i) A state agency, state board, state commission, state council, or state committee, or an advisory committee of any such state entity;

(ii) An organization, including the governing body, created under the Interlocal Cooperation Act, the Joint Public Agency Act, or the Municipal Cooperative Financing Act;

(iii) The governing body of a public power district having a chartered territory of more than one county in this state;

(iv) The governing body of a public power and irrigation district having a chartered territory of more than one county in this state;

(v) An educational service unit;

(vi) The Educational Service Unit Coordinating Council;

(vii) An organization, including the governing body, of a risk management pool or its advisory committees organized in accordance with the Intergovernmental Risk Management Act;

(viii) A community college board of governors;

(ix) The Nebraska Brand Committee;

(x) A local public health department;

(xi) A metropolitan utilities district;

(xii) A regional metropolitan transit authority; and

(xiii) A natural resources district.

(b) The requirements for holding a meeting by means of virtual conferencing are as follows:

(i) Reasonable advance publicized notice is given as provided in subsections (1) and (2) of this section, including providing access to a dial-in number or link to the virtual conference;

(ii) In addition to the public's right to participate by virtual conferencing, reasonable arrangements are made to accommodate the public's right to attend at a physical site and participate as provided in section 84-1412, including reasonable seating, in at least one designated site in a building open to the public and identified in the notice, with: At least one member of the entity holding such meeting, or his or her designee, present at each site; a recording of the hearing by audio or visual recording devices; and a reasonable opportunity for input, such as public comment or questions, is provided to at least the same extent as would be provided if virtual conferencing was not used;

(iii) At least one copy of all documents being considered at the meeting is available at any physical site open to the public where individuals may attend the virtual conference. The public body shall also provide links to an electronic copy of the agenda, all documents being considered at the meeting, and the current version of the Open Meetings Act; and

(iv) Except as otherwise provided in this subdivision or subsection (4) of section 79-2204, no more than one-half of the meetings of the state entities, advisory committees, boards, councils, organizations, or governing bodies are held by virtual conferencing in a calendar year. In the case of (a) an organization created under the Interlocal Cooperation Act that sells electricity or natural gas, (b) an organization created under the Municipal Cooperative Financing Act, (C) a governing body of a risk management pool and any advisory committee of such governing body, or (D) any advisory committee of any state entity created in response to the Opioid Prevention and Treatment Act, such organization, governing body, or committee may hold more than one-half of its meetings by virtual conferencing if such organization holds at least one meeting each calendar year that is not by virtual conferencing.

(4) Virtual conferencing, emails, faxes, or other electronic communication shall not be used to circumvent any of the public government purposes established in the Open Meetings Act.

(5) The secretary or other designee of each public body shall maintain a list of the news media requesting notification of meetings and shall make reasonable efforts to provide advance notification to them of the time and place of each meeting and the subjects to be discussed at that meeting.

(6) When it is necessary to hold an emergency meeting without reasonable advance public notice, the nature of the emergency shall be stated in the minutes and any formal action taken in such meeting shall pertain only to the emergency. Such emergency meetings may be held by virtual conferencing. The provisions of subsection (5) of this section shall be complied with in conducting emergency meetings. Complete minutes of such emergency meetings specifying the nature of the emergency and any formal action taken at the meeting shall be made available to the public by no later than the end of the next regular business day.

(7) A public body may allow a member of the public or any other witness to appear before the public body by means of virtual conferencing.

(8)(a) Notwithstanding subsections (3) and (6) of this section, if an emergency is declared by the Governor pursuant to the Emergency Management Act as defined in section 81-829.39, a public body the territorial jurisdiction of which is included in the emergency declaration, in whole or in part, may hold a meeting by virtual conferencing during such emergency if the public body gives reasonable advance publicized notice as described in subsections (1) and (2) of this section. The notice shall include information regarding access for the public and news media. In addition to any formal action taken pertaining to the emergency, the public body may hold such meeting for the purpose of briefing, discussion of public business, formation of tentative policy, or the taking of any action by the public body.

(b) The public body shall provide access by providing a dial-in number or a link to the virtual conference. The public body shall also provide links to an electronic copy of the agenda, all documents being considered at the meeting, and the current version of the Open Meetings Act. Reasonable arrangements shall be made to accommodate the public's right to hear and speak at the meeting and record the meeting. Subsection (5) of this section shall be complied with in conducting such meetings.

(c) The nature of the emergency shall be stated in the minutes. Complete minutes of such meeting specifying the nature of the emergency and any formal action taken at the meeting shall be made available for inspection as provided in subsection (5) of section 84-1413.

(9) In addition to any other statutory authorization for virtual conferencing, any public body not listed in subdivision (3)(a) of this section may hold a meeting by virtual conferencing if:

(a) The purpose of the virtual meeting is to discuss items that are scheduled to be discussed or acted upon at a subsequent non-virtual open meeting of the public body;

(b) No action is taken by the public body at the virtual meeting; and

(c) The public body complies with subdivisions (3)(b)(i) and (ii) of this section.

#### **84-1412. Meetings of public body; rights of public; public body; powers and duties.**

(1) Subject to the Open Meetings Act, the public has the right to attend and the right to speak at meetings of public bodies, and all or any part of a meeting of a public body, except for closed sessions called pursuant to section 84-1410, may be videotaped, televised, photographed, broadcast, or recorded by any person in attendance by means of a tape recorder, a camera, video equipment, or any other means of pictorial or sonic reproduction or in writing. Except for closed sessions called pursuant to section 84-1410, a public body shall allow members of the public an opportunity to speak at each meeting.

(2) It shall not be a violation of subsection (1) of this section for any public body to make and enforce reasonable rules and regulations regarding the conduct of persons attending, speaking at, videotaping, televising, photographing, broadcasting, or recording its meetings, including meetings held by virtual conferencing.

(3) No public body shall require members of the public to identify themselves as a condition for admission to the meeting nor shall such body require that the name of any member of the public be placed on the agenda prior to such meeting in order to speak about items on the agenda. The body shall require any member of the public desiring to address the body to identify himself or herself, including an address and the name of any organization represented by such person unless the address requirement is waived to protect the security of the individual.

(4) No public body shall, for the purpose of circumventing the Open Meetings Act, hold a meeting in a place known by the body to be too small to accommodate the anticipated audience.

(5) No public body shall be deemed in violation of this section if it holds its meeting in its traditional meeting place which is located in this state.

(6) No public body shall be deemed in violation of this section if it holds a meeting outside of this state if, but only if:

(a) A member entity of the public body is located outside of this state and the meeting is in that member's jurisdiction;

(b) All out-of-state locations identified in the notice are located within public buildings used by members of the entity or at a place which will accommodate the anticipated audience;

(c) Reasonable arrangements are made to accommodate the public's right to attend, hear, and speak at the meeting, including making virtual conferencing available at an in-state location to members, the public, or the press, if requested twenty-four hours in advance;

(d) No more than twenty-five percent of the public body's meetings in a calendar year are held out-of-state;

(e) Out-of-state meetings are not used to circumvent any of the public government purposes established in the Open Meetings Act; and

(f) The public body publishes notice of the out-of-state meeting at least twenty-one days before the date of the meeting in a legal newspaper of statewide circulation.

(7) Each public body shall, upon request, make a reasonable effort to accommodate the public's right to hear the discussion and testimony presented at a meeting.

(8) Public bodies shall make available at the meeting or the in-state location for virtual conferencing as required by subdivision (6)(c) of this section, for examination and copying by members of the public, at least one copy of all reproducible written material to be discussed at an open meeting, either in paper or electronic form. Public bodies shall make available at least one current copy of the Open Meetings Act posted in the meeting room at a location accessible to members of the public. At the beginning of the meeting, the public shall be informed about the location of the posted information.

#### **84-1413. Meetings; minutes; roll call vote; secret ballot; when; agenda and minutes; required on website; when.**

(1) Each public body shall keep minutes of all meetings showing the time, place, members present and absent, and the substance of all matters discussed.

(2) Any action taken on any question or motion duly moved and seconded shall be by roll call vote of the public body in open session, and the record shall state how each member voted or if the member was absent or not voting. The requirements of a roll call or viva voce vote shall be satisfied by a public body which utilizes an electronic voting device which allows the yeas and nays of each member of such public body to be readily seen by the public.

(3) The vote to elect leadership within a public body may be taken by secret ballot, but the total number of votes for each candidate shall be recorded in the minutes.

(4) The minutes of all meetings and evidence and documentation received or disclosed in open session shall be public records and open to public inspection during normal business hours.

(5) Minutes shall be written or kept as an electronic record and shall be available for inspection within ten working days or prior to the next convened meeting, whichever occurs earlier, except that cities of the second class and villages may have an additional ten working days if the employee responsible for writing or keeping the minutes is absent due to a serious illness or emergency.

(6) Beginning July 31, 2022, the governing body of a natural resources district, the city council of a city of the metropolitan class, the city council of a city of the primary class, the city council of a city of the first class, the county board of a county with a population greater than twenty-five thousand inhabitants, and the school board of a school district shall make available on such entity's public website the agenda and minutes of any meeting of the governing body. The agenda shall be placed on the website at least twenty-four hours before the meeting of the governing body. Minutes shall be placed on the website at such time as the minutes are available for inspection as provided in subsection (5) of this section. This information shall be available on the public website for at least six months.

#### **84-1414. Unlawful action by public body; declared void or voidable by district court; when; duty to enforce open meeting laws; citizen's suit; procedure; violations; penalties.**

(1) Any motion, resolution, rule, regulation, ordinance, or formal action of a public body made or taken in violation of the Open Meetings Act shall be declared void by the district court if the suit is commenced within one hundred twenty days of the meeting of the public body at which the alleged violation occurred. Any motion, resolution, rule, regulation, ordinance, or formal action of a public body made or taken in substantial violation of the Open Meetings Act shall be voidable by the district court if the suit is commenced more than one hundred twenty days after but within one year of the meeting of the public body in which the alleged violation occurred. A suit to void any final action shall be commenced within one year of the action.

(2) The Attorney General and the county attorney of the county in which the public body ordinarily meets shall enforce the Open Meetings Act.

(3) Any citizen of this state may commence a suit in the district court of the county in which the public body ordinarily meets or in which the plaintiff resides for the purpose of requiring compliance with or preventing violations of the Open Meetings Act, for the purpose of declaring an action of a public body void, or for the purpose of determining the applicability of the act to discussions or decisions of the public body. It shall not be a defense that the citizen attended the meeting and failed to object at such time. The court may order payment of reasonable attorney's fees and court costs to a successful plaintiff in a suit brought under this section.

(4) Any member of a public body who knowingly violates or conspires to violate or who attends or remains at a meeting knowing that the public body is in violation of any provision of the Open Meetings Act shall be guilty of a Class IV misdemeanor for a first offense and a Class III misdemeanor for a second or subsequent offense.

Revised 07/2024

MINUTES  
BOARD OF EDUCATION  
August 14, 2024  
7:45 PM

I. Call Meeting to Order

President Dave Zimmerman called the meeting to order at 7:44 p.m. and the following members were present: Betsy Frerichs, Dana Dorn, Dave Zimmerman, Debra Schlake, Jared McKeever, & Jeff Argo. The following administrators were present: Kane Hookstra, Jeff Murphy, & Christopher Proski.

Reasonable advance publicized notice of the meeting was given according to law by publishing, a designated method for giving notice of the school district. Posted Location:

- Fairbury Journal-News

Posted Date: 8/7/2024

Reasonable advance notice was simultaneously given to board members and a copy of their acknowledgment of receipt of notice and the agenda attached. All proceedings hereafter shown were taken while the convened meeting was open to the attendance of the public.

I.A. Roll Call

I.B. Notice of Nebraska Open Meetings Act Posted

President Dave Zimmerman announced that a complete copy of the Nebraska Open Meetings Act was posted on the back of the board of education meeting room.

II. Approval of Minutes from the July 8, 2024, Regular Board Meeting

Motion to approve minutes from the July 8, 2024, Regular Board Meeting. This motion, made by Debra Schlake and seconded by Betsy Frerichs, passed.  
yes: 6, no: 0

III. Communications, Audiences, and Recognitions

III.A. Public comments will not be received after this period of time. Public comment period is limited to 5 minutes per person and a total of 30 minutes overall.

IV. Financial Statement: Items for Discussion, Consideration, and/or Action

IV.A. Approval of Bills

IV.A.1. General Fund, Special Building Fund, Depreciation Fund, and Qualified Capital Purpose Undertaking Fund Claims

Motion to approve the general fund, special building fund, depreciation fund, and qualified capitol purpose undertaking fund claims. This motion, made by Dana Dorn and seconded by

Jared McKeever, passed.  
yes: 6, no: 0

#### IV.A.2. Lunch & Activity Claims

#### V. Support Service

##### V.A. Facility Update

John Eisenhower provided the school board with a written report on shampooing the carpets, painting the football field, installing new concrete at the football field, Armor Glass installing the security film at both buildings, the 2 new suburbans arrived for fall activities, and wiring the shot clocks at the Jr./Sr. High School for the upcoming basketball season.

Dr. Prosocki noted that 2 Roof Top Units need to be replaced at the Elementary School and the chiller at the Jr./Sr. High School needs to be replaced as well. Dr. Prosocki noted he would like to complete this project in the spring before it gets too hot. In addition, Southern was awarded a Diamond Certification in School Safety, and less than 2% of school districts across Nebraska have achieved this certification to date.

##### V.B. Personnel Items

##### V.C. Technology Update

#### VI. Administrative and Committee Reports

##### VI.A. Student Board Member Report

##### VI.B. Elementary Principal's Report

The elementary principal reported on the following items: estimated enrollment figures, data team meetings, WORDS training, Open House on August 21, the use of a DESSA serener, the installation of a new Gaga Ball pit, and the use of a portable stop sign outside of the elementary school.

##### VI.C. Secondary Principal's Report

The secondary principal reported on the following items: 7th grade orientation, all spots filled at the ESU 5 alternative school, end of the year training, fall sports participation numbers (Football - 13, Softball = 12, & Volleyball = 18), and estimated enrollment figures.

##### VI.D. Superintendent's Report

Dr. Prosocki went over the budgeted expenditures for the 2024-2025 school year, and he noted that the expenditures will be up around 3.20% from the previous school year. Dr. Prosocki noted that the expenditures were up because of the increases in staffing costs, the purchase of new English Language Arts textbooks, and inflation increasing the cost of everyday items. Dr. Prosocki said that there are always unknowns that pop up in a school's budget, and he always

tries to find room in the budget for unexpected items. Next, Dr. Prososki said that the USDA is requiring adult breakfast and adult lunch prices to be set at \$2.80 and \$4.95 respectively. Next, Dr. Prososki informed the school board of some upcoming Nebraska Association of School Boards (NASB) area membership meetings. Dr. Prososki then went over the back-to-school letter, and he said that he recently completed a federal ESSA Consolidated grant, and the district will receive \$120,421 from this grant. Dr. Prososki went over the beginning of the year faculty presentation, he gave the school board an update on an unfunded mandate bill called LB644/727 or the pink postcard bill. Next, he went over how the pandemic is still having lingering effects on education and these effects are not being seen on a family farm or at a local business. Dr. Prososki gave the school board an update on Piller's property tax cut plan, and he went over how the U.S. Supreme Court ended the Chevron deference. Dr. Prososki said that there was a recent injunction on the 2024 Title IX regulations in Nebraska. He noted that no administrator supports the poorly written 2020 Title IX regulations in the United States and, unfortunately, common sense was not applied to these regulations. Dr. Prososki said that he and Taylor Schmidt are diligently working on an intensive federal fiscal desk review that is due on August 30, 2024, over all federal funds and the last 2 ESSER stimulus funds. He noted this is not an ideal time for such a comprehensive audit with school starting and the budget being due. Lastly, Dr. Prososki said he was appointed over the summer months to the Nebraska Council on Teacher Education (NCTE), which works with all higher education institutions in Nebraska regarding both teacher certification and administration certification. In addition, he was also appointed to the UNK Safety Center Advisory Council that helps oversee Rule 91 & 92 regarding driver qualifications and safety standards for pupil transportation in Nebraska.

## VII. Items for Discussion, Consideration, and/or Action

### VII.A. Approve \$12,000 to Gage County to Cover a Portion (17%) of the School Resource Deputy (SRD) Position for the 2024-2025 School Year

Motion to approve \$12,000 to Gage County to cover a portion (17%) of the School Resource Deputy (SRD) position for the 2024-2025 school year. This motion, made by Jeff Argo and seconded by Jared McKeever, passed.

yes: 6, no: 0

Dr. Prososki noted that Gage County will cover half of this position and the remainder will be covered by Diller-Odell, Freeman, & Southern for the 2024-2025 school year.

### VII.B. Discuss, Consider, and Take all Necessary Action to Adopt a Resolution Increasing the School District's Base Growth Percentage used to Determine the School District Property Tax Request by up to 7%

Motion to approve a resolution increasing the school district's base growth percentage used to determine the school district property tax request by up to 7%. This motion, made by Dana Dorn and seconded by Debra Schlake, passed.

Jeff Argo: yes, Dana Dorn: yes, Betsy Frerichs: yes, Jared McKeever: yes, Debra Schlake: yes, David Zimmerman: yes

yes: 6, no: 0

VII.C. Set the Budget Hearing for September 9, 2024, at 7:15 p.m. in the Boardroom in Wymore, NE

Motion to set the budget hearing for September 9, 2024, at 7:15 p.m. in the boardroom in Wymore, NE. This motion, made by Debra Schlake and seconded by Jared McKeever, passed.  
yes: 6, no: 0

VII.D. Option Enrollment Applications

VIII. Adjournment

Motion to adjourn the meeting at 8:37 p.m. This motion, made by Jeff Argo and seconded by Debra Schlake, passed.

yes: 6, no: 0

The next Regular Board meeting is scheduled for September 9, 2024, at Southern Jr./Sr. High School Boardroom in Wymore. The Board of Education will usually adhere to the sequence of the published agenda, but reserves the right to adjust the order of items if necessary and may elect to amend the agenda as deemed necessary.

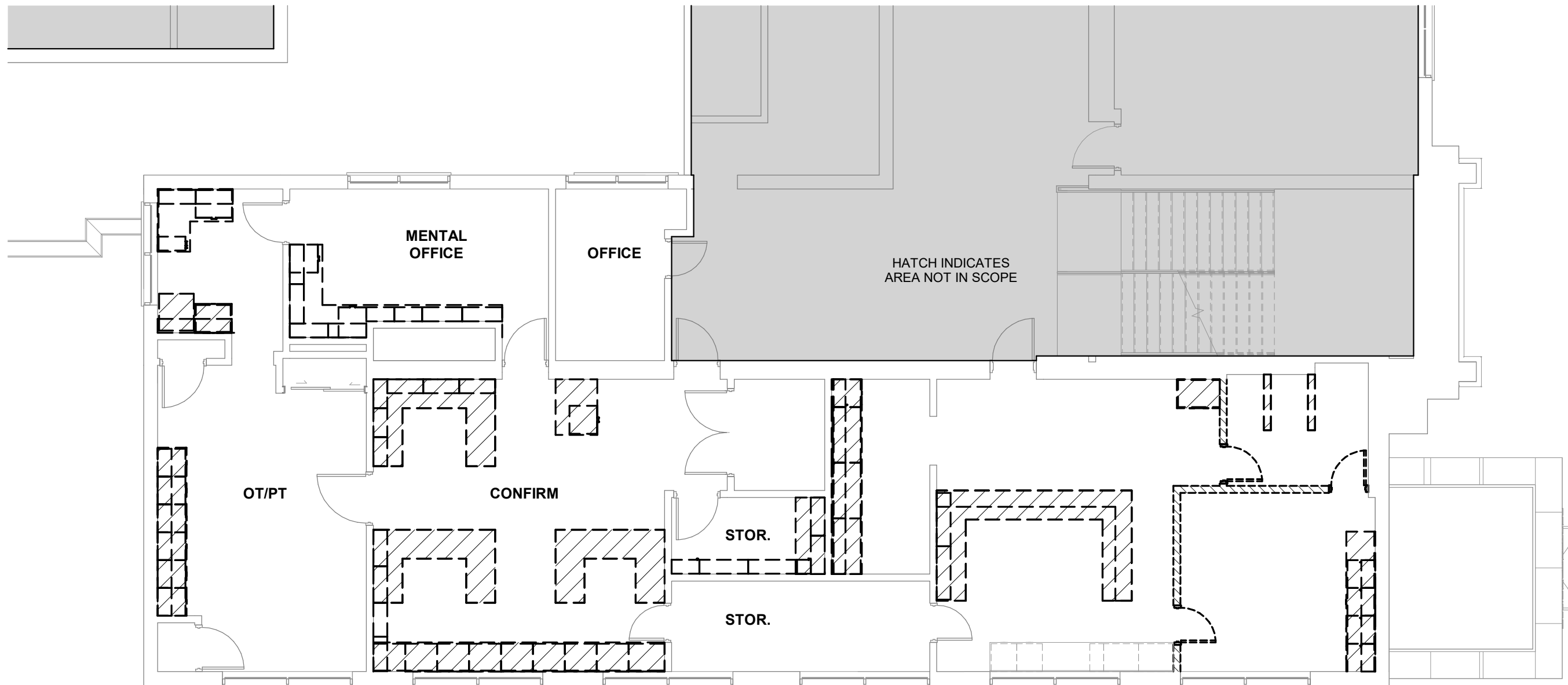
BY  
President of the Board of Education  
Of this School District

ATTEST  
Secretary of the Board of Education  
of this School District

## PUBLIC PARTICIPATION

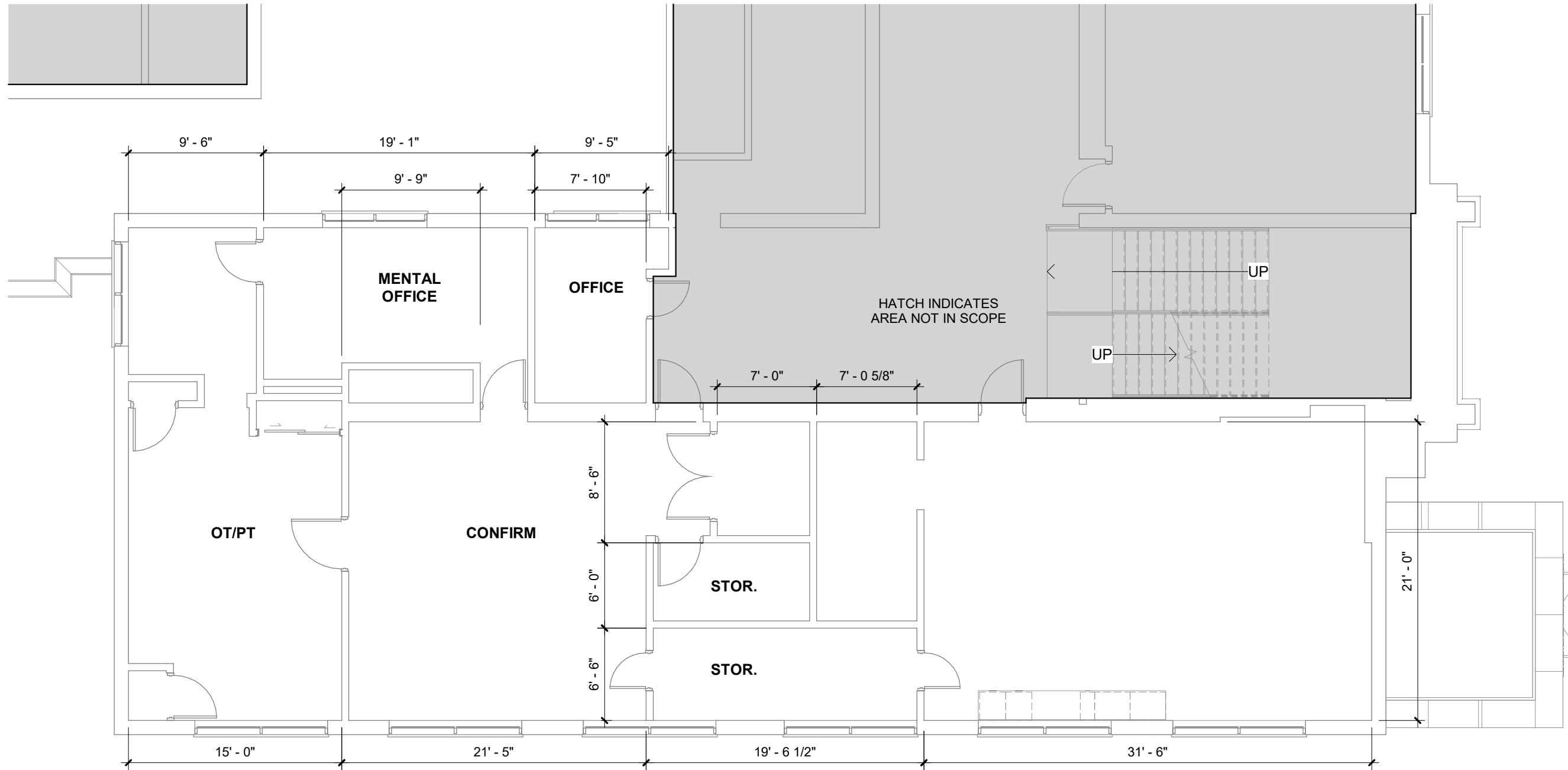
INSTRUCTIONS FOR MEMBERS OF THE PUBLIC WHO WISH TO SPEAK:  
This is the portion of the meeting when members of the public may speak to the board about matters of public concern.


- **Getting Started:** When you have been recognized, please identify yourself, including an address and the name of any organization you represent. The board may waive the address requirement to protect the security of the individual.
- **Time Limit:** The board will generally allow a total of 30 minutes for the presentation of all public comments. Individuals may speak only one time, and must limit comments to around 5 minutes. If there are more than 6 individuals who wish to address the board, the 30 minutes will be divided equally between the number of speakers. These time limits may be changed by a majority vote of the board members in attendance to extend the time for a specific item or speaker.
- **Personnel or Student Topic:** If you are planning to speak about a personnel or a student matter involving an individual, please understand that the district has a complaint policy and/or procedures to resolve such complaints and concerns. The Board requests that you follow the policy and procedures before addressing these matters with the Board. Board members will generally not respond to any questions you ask or comments about individual staff members or students.
- **General Rules:** This is a public meeting for the conduct of business. Comments from the audience while others are speaking will not be tolerated. Lewd, obscene, profane, slanderous, threatening and hostile conduct or statements and fighting words (words whose mere utterance entails a call to violence) will not be tolerated.
- **No Action by the Board:** The board will not act on any matter unless it is on the published agenda.

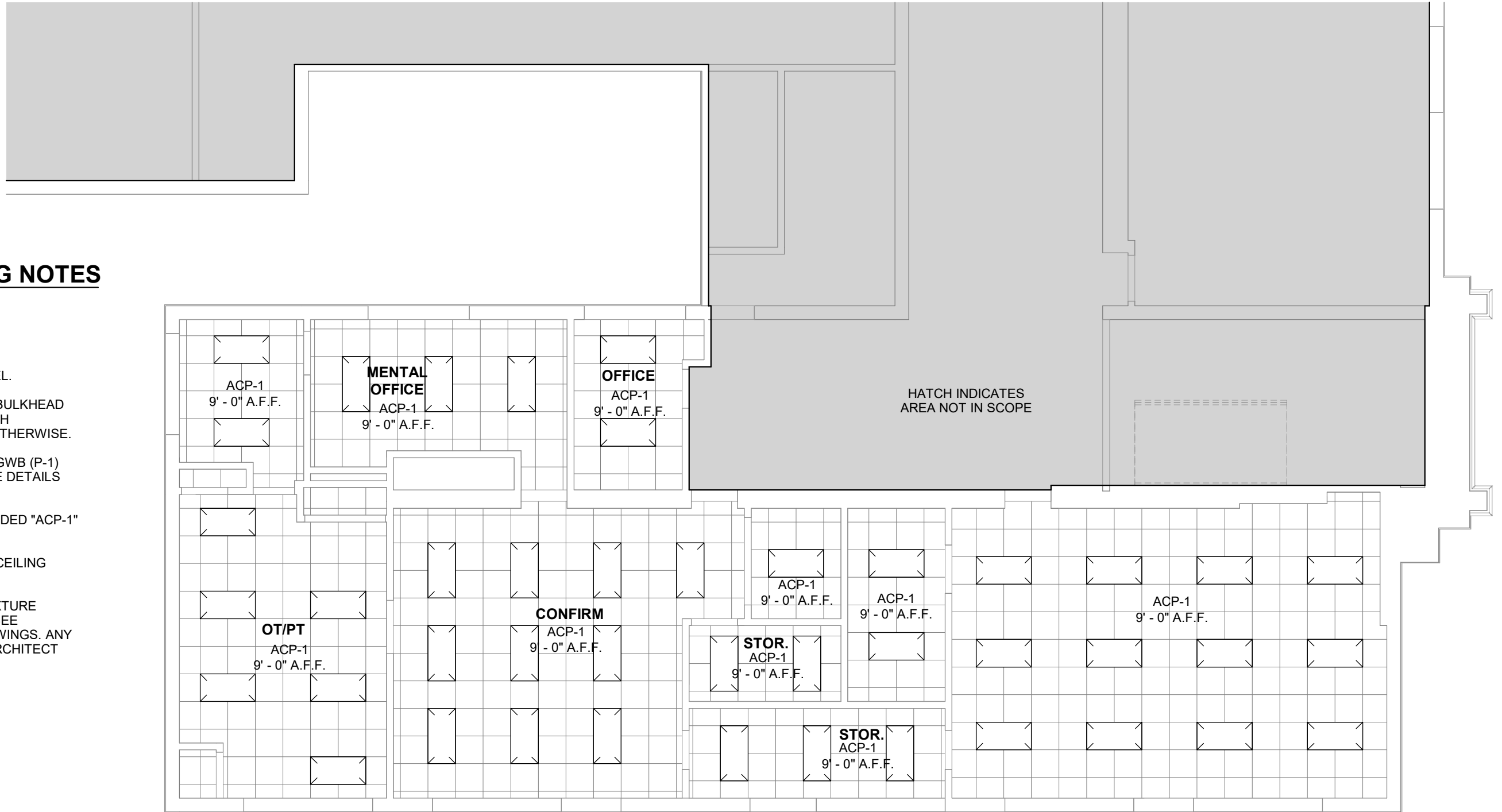




**DEMOLITION PLAN - SECOND FLOOR**  
 SCALE: 1/8" = 1'-0"



 1 **FLOOR PLAN - SECOND**  
 A1.0 SCALE: 1/8" = 1'-0"



**REFLECTED CEILING NOTES**

- 1. A.F.F. = ABOVE FINISHED FLOOR.
- 2. GWB = GYPSUM WALLBOARD.
- 3. ACP = ACOUSTICAL CEILING PANEL.
- 4. ALL VERTICAL AND HORIZONTAL BULKHEAD SURFACES TO BE PAINTED TO MATCH ADJACENT WALLS UNLESS NOTED OTHERWISE.
- 5. ALL BULKHEADS TO BE PAINTED GWB (P-1) WITH LEVEL 4 "SMOOTH" FINISH (SEE DETAILS AND INTERIOR ELEVATIONS).
- 6. ALL ACP CEILINGS TO BE SUSPENDED "ACP-1" UNLESS NOTED OTHERWISE.
- 7. ALL DIMENSIONS ON REFLECTED CEILING PLANS ARE TO FACE OF GWB.
- 8. MECHANICAL AND ELECTRICAL FIXTURE SHOWN FOR COORDINATION ONLY SEE MECHANICAL AND ELECTRICAL DRAWINGS. ANY CONFLICTS TO BE VERIFIED WITH ARCHITECT PRIOR TO INSTALLATION.

 **1** **CEILING PLAN**  
 A3.0 SCALE: 1/8" = 1'-0"

<b>SPED Costs</b>				
<b>Services</b>	<b>2020-2021</b>	<b>2021-2022</b>	<b>2022-2023</b>	<b>2023-2024</b>
BD	\$ 7,363.00	\$ 8,321.00	\$ 8,102.00	\$ 8,039.96
Inservice	\$ 5,200.00	\$ 5,200.00	\$ 5,200.00	\$ 5,200.00
OT	\$ 35,379.00	\$ 50,043.00	\$ 48,428.00	\$ 50,451.40
OT Age 0-3	\$ 3,000.00	\$ 3,500.00	\$ 6,054.00	\$ 7,567.71
PT	\$ 5,656.00	\$ 5,932.00	\$ 9,659.00	\$ 9,896.48
Psych	\$ 31,500.00	\$ 32,840.00	\$ 29,989.00	\$ 43,901.89
Speech	\$ 57,712.73	\$ 76,999.00	\$ 89,514.00	\$ 91,526.94
Deaf Educator	\$ 5,777.00	\$ 5,986.00	\$ -	
Vision Consult.	\$ 5,446.45	\$ 7,177.00	\$ 4,876.00	\$ 11,527.31
Program Super.	\$ 17,352.00	\$ 19,087.00	\$ 22,000.00	\$ 11,743.78
Mental Health	\$ 10,800.00	\$ 13,000.00	\$ 15,000.00	
<b>Total</b>	<b>\$ 185,186.18</b>	<b>\$ 228,085.00</b>	<b>\$ 238,822.00</b>	<b>\$ 239,855.47</b>

2024-2025		24-25 Minus 23-24 (\$)	
\$ 29,584.38	\$ 21,544.42		
	\$ (5,200.00)		
\$ 52,591.00	\$ 2,139.60		
\$ 7,888.65	\$ 320.94		
\$ 11,104.56	\$ 1,208.08		
\$ 73,085.79	\$ 29,183.90		
\$ 93,079.86	\$ 1,552.92		
	\$ -		
\$ 3,371.31	\$ (8,156.00)		
	\$ -		
\$ 10,500.00	\$ (1,243.78)		
	\$ -		
	\$ -		
\$ 281,205.55	\$ 41,350.08		

***Special Education Services Provided by ESU #5***  
**Support Data for 2024-25**

***BEHAVIOR CONSULTANT/AUTISM SPECIALISTS***

ESU 5 now has 2 Behavior Consultants on staff this year. The behavior consultant works with school staff serving students with behavioral challenges. The behavior consultant conducts functional behavioral assessments, designs positive behavior intervention plans and provides consultation to individual education teams on the implementation of positive behavior interventions. Consultation includes conducting professional development, team meetings, attending IEPs and summarizing and analyzing data.

The behavioral consultant is responsible for developing intervention plans and coaching/teaching staff in the implementation of these programs. Duties also include completing assessments, assisting with progress reports and providing other services as requested by her supervisor. The behavioral consultant will be available to provide de-escalation and physical management training in the form of CPI training to area schools who contract for her services.

The behavior consultant also serves districts as an autism specialist. As part of the position, the autism specialist is available to assist in assessing and evaluating students who are suspected of having autism. The autism specialist is available for consultation on a variety of topics related to autism including assessment, programming, visual schedules, structured teaching, verbal behavior support, and applied behavior analysis programming support.

***DIAGNOSIS/EVALUATION (PSYCHOLOGIST/DIAGNOSTICIAN)***

For the purposes of evaluation and determining eligibility for special education services, ESU 5 has a team of school psychologists and diagnosticians for the 2024-25 school year. The school psychology team works closely with your district's Student Assistance Team (SAT) to evaluate based on the guidelines provided by the Nebraska Department of Education. Aside from diagnostics and evaluation of students, ESU 5 school psychologists are well-versed in Positive Behavior Interventions and Supports (PBIS) and Multi-Tiered Systems of Support (MTSS) to help build school-wide programs. The staff will assist schools in planning for ways to meet their school improvement goals through a system-wide program which may include Response to Intervention (RtI) and Positive Behavior Interventions and Supports (PBIS) and will be available to meet regularly with school districts to help guide programs with the use of data and to help the district develop ways to improve grade level interventions for both struggling and advanced students alike. The school psychologists are available for academic, behavioral, and social consultation and intervention support for your teachers.

***EARLY INTERVENTION COORDINATION***

Children between the ages of birth to three years old who have developmental delays are eligible for

service coordination from the Early Development Network at ESU 5. This service is family-based and paid for by the Department of Health and Human Services through Federal Medicaid Funds. The Early development network services are designed to meet the needs of families, including medical and learning needs of the children, and preparation of the children for educational entrance into kindergarten.

All districts in the ESU 5 area are supported through this program. The Early Intervention Team works on child find activities, encouraging families, medical personnel, teachers and community members to promote early intervention. The team completes an annual grant application, the funds of which are used for such areas as technical assistance to families, cultural awareness, identification of children, communication among team members, and public awareness activities.

**Early Intervention Coordination is provided to districts at no cost.**

### ***EXTENDED SCHOOL YEAR***

It is necessary for each district to take a look at individual needs for each of their special education students and consider whether or not extended school year services are needed. An extended school year program may be provided by your school district for students as determined as a need by the student's IEP team. Regression data must be shown in order for a student to qualify for extended school year services.

### ***INDEPENDENT SERVICE PROVIDERS***

Occasionally, there is a need to contract with individual contractors or organizations in order to meet the needs of the students. Whenever we contract for this service on your behalf, we work with those agencies that have an approved rate with NDE. However, sometimes the costs that you are charged does not match with the NDE approved rate. This means that your reimbursement for that service will be less than expected. Private service provider rates can be higher than those established with the State Department with amounts over the approved rate not being reimbursed. Private contractors are paid road time as well as the time they spend with students, parents, teachers, etc. in evaluations, as well as developing IEPs.

### ***INSTRUCTOR FOR DEAF/HEARING IMPAIRED***

ESU 5 will continue to have a staff person available during 2024-25 to provide services in the area school districts as needed. The educator of the Deaf and Hard of Hearing provides both direct services to students as well as consultation with teachers and parents. They arrange for appropriate equipment needs for schools, including sound amplification systems, and consultation with medical personnel and audiologists.

### ***MENTAL HEALTH PROVIDERS***

ESU 5 now has 7 mental health providers on staff for the 2024-25 school year. The role of the mental health counselor in the school is to provide direct services to the students in need of support in their

mental wellness. Students must have documented permission from their parent or guardian to participate in the program. Like other service providers, on-site professional development is available. For those districts that contract with the ESU for mental health services, please remember that you will continue to pay a set, non-reimbursable cost.

### ***ILCD COORDINATION***

This person provides support in ensuring that schools are compliant as they work on school improvement for special education. This process will include working closely with professional development to make sure that the special education and school improvement processes mesh together.

**The ILCD Coordinator is a program supported directly by grant funding and the ESU. This program is provided at no cost to the district.**

### ***OCCUPATIONAL THERAPY AND PHYSICAL THERAPY***

ESU 5 continues to staff 4 full time Occupational Therapists and a Certified Occupational Therapy Assistant (COTA). Occupational therapists develop programming for students who have this as a related service on their IEP. They work with students with a variety of programming goals to improve access to the educational setting. This may include fine motor, sensory, or a variety of other programming that may be impacting the student's ability to fully access their educational setting.

We will continue to staff a full time Physical Therapist to serve districts in Gage County. Physical therapy services districts that currently use contracted physical therapy programming not provided by ESU 5 will continue to use this service. Physical therapy programming serves the needs of students who have issues with gross motor programming needs as developed by the IEP team.

### ***PROGRAM SUPERVISION***

Program Supervision will continue to be provided as a Special Education Coop function of ESU 5 with the reimbursable cost for the program being claimed by ESU 5 through the NDE special education plan and budget process. As a participating school district, you will be asked to continue paying your percentage share (based on the number of participating districts) the costs of those functions that are non-reimbursable, which includes the amount not reimbursed by NDE.

The director of special education will take an active role in the day to day operation of both ESU and school owned special education programs and will provide direct contact with students, teachers and parents (for school owned programs). We will also work with ESU staff development personnel to establish in-service components for IEP development and learning strategies training. We will continue to assist school districts with the ILCD (Improving Learning for Children with Disabilities) process.

IDEA and NDE standards require that we focus our teaching training in meeting new requirements as well as continuing to change the way we work with children with disabilities. Within program supervision, one of the ways we can meet this goal is to continue to offer both regular education and special education staff with appropriate in-service activities. Inclusion for children with disabilities in the regular classroom is to provide teacher training for both regular and special educators.

As our part of the partnership and supervision, we plan to continue to offer appropriate in-service activities during the school year and throughout the summer in order to ensure compliance with IDEA and Rule 51 and 52 requirements. These areas can be addressed using in-service dollars budgeted in your special education budget or grant monies appropriated by NDE. Educational Service Unit 5 will continue to provide the administrative support through program supervision.

Special education supervision continues to be responsible for maintaining student demographics through NSSRS. The scheduling of educational assessments is a part of the Program Supervision, as is submission of special education information incorporated into PowerSchool and SRS. This includes monitoring a monthly SPED Snapshot to NDE, to ensure SPED data and PowerSchool data are current. ESU 5 SPED staff will continue to support the districts with ADVISER. If students receive physical therapy, occupational therapy, mental health or speech therapy and are Medicaid eligible, the administrative assistants are also responsible for filling out the Medicaid in the Public Schools (MIPS) forms. We will continue to process and oversee IDEA applications and final financial reports. For the Early Development Network, the administrative assistants take referral information, enter the students into the NDE Connect Portal, type in narratives, keep student records current and send in monthly billings to Health and Human Services.

### ***SPEECH THERAPY***

Our goal is to continue to provide a service delivery system for schools in Gage, Jefferson and Thayer counties that will meet the individual needs of students who need speech and language programming as developed by their IEP.

### ***SECTION 504 COORDINATOR***

For the 2024-25 school year, ESU 5 will continue to support a person to serve in the role as a Section 504 specialist. There has been an increase in the number of students being provided with services through Section 504 and ESU 5 sees the value in providing support to districts in order to ensure that their programming meets the federal guidelines and to meet the needs of the students.

**This service will be provided to the districts at no charge.**

### ***VISION SPECIALIST***

ESU 5 employs a vision specialist to work with children who are visually impaired or blind. This service is available for students whose needs are identified through their IEP. The availability of this service has been helpful to districts which must meet the needs of this low incidence population in a cost effective manner.

# October 14, 2024 In-Service Schedule

## Itinerary:

9:00 a.m. – 12:00 p.m.	WORDS Training (PK-3 Teachers, Title, & SPED)	Elementary School Media Center
9:00 a.m. – 12:00 p.m.	Writing Revolution Training (4-6 Teachers)	Fourth Grade Classroom (Shannon)
9:00 a.m. – 10:00 a.m.	Stop the Bleed Training (Dyan Allington & 7-12 Teachers)	High School Commons
10:00 a.m. – 11:30 a.m.	MTSS/Marzano Worktime (7-12 Teachers)	High School Commons
11:30 a.m. – 12:00 p.m.	New Teachers/Mentor Meetings	Pick Your Destination
10:30 a.m. – 10:45 a.m.	Break	Pick Your Destination
12:00 p.m. – 1:00 p.m.	Lunch (Provided by the District)	High School Commons
1:00 p.m. – 1:45 p.m.	Strategic Planning/Action Planning	See Below (Page 2)
1:45 p.m. – 3:00 p.m.	Teachers Worktime	Pick Your Destination

Jr./Sr. High School certificated staff will need to bring their copy of **The New Art and Science of Teaching** book to the in-service, certificated staff will need to bring their laptop, and only certified staff will attend the October 14, 2024, in-service activities.

## **Strategic Plan Information**

### **Elementary School:**

#### *Strategy #1: Communication*

Chelesy Fralin, Stephanie Ware, Sam Rzekonski, Annie Manley, Mary Jane Spence, Jonna Adams, Jolene Bartels, Kane Hookstra

#### *Strategy #2: Activity Engagement*

Shannon Burgess, Taylor Morell, Kim Milius, Ashley McConnell, Amanda Freese, Jared Remmers, Beth Willet, Nicole Stevens

#### *Strategy #3: Mental/Behavioral Health*

Kylie Betten, Stacy Fossler, Dee Bednar, Malinda Hock, Lynn Sabey, Chaysen Bednar, Rhonda Epp, Shelby Decker

**Google Doc Link (It is also on the SI website):** <https://tinyurl.com/yymfk829>

### **Jr./Sr. High School:**

#### *Strategy #1: Communication (Pick a Classroom)*

Dominique Clay, Valrie Barnhart, Brenda Gronewold, Heather McKinney, Shannon Mick, Jamie Schluter

#### *Strategy #2: Activity Engagement (Pick a Classroom)*

Jeff Tunink, Drake Adams, Jeremy Doose, Greg Iverson, Hanah Baumgartner, Brady Meyer

#### *Strategy #3: Mental/Behavioral Health*

Josie Hulse, Debra Bachmann-Classen, Preston Jurgens, Gavin Nielson, Shelby Thernes, Pam Trauernicht, Jeff Murphy

**Google Doc Link (It is also on the SI website):** <https://tinyurl.com/35d2k45y>

# Mill Levy History 2011-2024

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SOUTHERN PUBLIC SCHOOLS





## When (you need to start and finish)

On or Before Date	Action or Activity
September 1	Bargaining agent must request recognition
October 1	Governing board must respond to request
November 1	Negotiations must begin
February 8	If no agreement, parties must submit to resolution officer proceeding
March 25*	Negotiations must end
September 15	CIR must render decision on industrial dispute.

# **Safety & Security Committee Meeting Minutes**

## **August 19, 2024**

**Present:** Christopher Prosocki, Kane Hookstra, Jolene Bartels, Jamie Schlueter, Dave Kaster, Dell Michaelis, Tim Hanson, & Mark Meints

**Absent:** Scott Trauernicht, John Eisenhauer, Jeff Murphy, & Mike Hager

Dr. Prosocki called the meeting to order at 3:04 p.m.

### **Rule 10 (011.01C) – Safety and Security Meeting**

- Dr. Prosocki noted that out of the 244 school districts in Nebraska, Southern was 1 of only 4 school districts have received a Diamond Certification (Highest safety certification) through the Nebraska Department of Education (NDE). Dr. Prosocki said that the Diamond Certification is a distinguished honor, and less than 2% of school districts across Nebraska have achieved this certification to date!
- The safety & security committee reviewed the minutes from the August 14, 2023, annual safety & security meeting.
- Dr. Prosocki said he included the Standard Response Protocol (SRP) handout in the back-to-school newsletter and the building principals completed an SRP refresher on the first day of school.
- During the 2024-2025 school year, the committee reaffirmed the administration's decision to conduct one drug dog search a semester at the Jr./Sr. High School pending the availability of drug dogs in the area. The drug dog will continue to conduct a sniff on both student lockers and student vehicles.
  - The drug dog will also come to the elementary school this coming school year as well.
- Tim Hanson gave an update on the new School Resource Deputy (SRD) that Diller-Odell, Freeman, and Southern share. Dr. Prosocki noted that he wanted an SRD in the district for the past 7 years and it is nice this has finally come to fruition.
- Dr. Prosocki went over safety upgrades in both buildings that were completed for the 2024-2025 school year:
  - Elementary School
    - New safe & secure entrance
    - Bullet resistant film installed on all ground level windows & doors
  - Jr./Sr. High School
    - New safe & secure entrance
    - Bullet resistant film installed on all ground level windows & doors
- The safety committee reviewed Bruce Lang's safety recommendations from the 2023-2024 safety audit. All of his suggestions have been completed.
- Dr. Prosocki went over the annual safety requirements for schools as of August 1, 2024, and the committee reviewed an article from Homeland Security regarding school safety.
- Dr. Prosocki noted that the district will utilize Safe 2 Help Nebraska/Anonymous Reporting System again this school year.
- The district has continued to require background checks for all field trip sponsors (Parents/guardians, grandparents, older siblings, etc.) prior to being allowed to go on/sponsor a field trip.
- The committee talked about some concerns related to the bleachers at the softball field and not having a back rail. Dr. Prosocki said the district was not involved with this endeavor.
- Lastly, Mark Meints noted that the fire department had tours of all of the school facilities over the summer months.

Dr. Prosocki adjourned the meeting at 3:38 p.m.

**2024 STATE EDUCATION CONFERENCE  
NOVEMBER 20-22  
CHI HEALTH CENTER - DOWNTOWN OMAHA**

**All Systems Go**



**Co-Sponsored by the Nebraska Association of School Boards  
and the Nebraska Association of School Administrators**



# 2 Registration & Reservations



REGISTRATION FOR THE 2024 STATE EDUCATION CONFERENCE WILL OPEN WEDNESDAY, SEPTEMBER 11, 2024

To register, go to [www.NASBOnline.org](http://www.NASBOnline.org)

Log in using your email and password, and click the 'Events' tab to register.

Registration fees for the conference are as follows:  
 REGISTRATION SEPTEMBER 11 - NOVEMBER 8  
 PRE-CONFERENCE REGISTRATION  
 CANCELLATION FEE (PRIOR TO 11/8)  
*(No refunds after the registration deadline)*

<b>\$325</b>	LATE-REGISTRATION NOVEMBER 9 - ON-SITE	<b>\$375</b>
<b>\$100</b>	BOARD MEMBER ELECT	<b>\$175</b>
<b>\$150</b>	NON-MEMBER	<b>\$750</b>

*(Substitutions are done at no charge)*

## Hotel Reservations

TO RESERVE ACCOMMODATIONS AT THE CONFERENCE HOTELS YOU MUST FIRST REGISTER FOR THE CONFERENCE AS DESCRIBED ABOVE.

To qualify for a room, you must first register for the Conference.

Once your conference registration is complete, you will receive an email with your NASB Registration code and a Conference Hotel reservation link. The code will not be activated until 10:00 AM CT, Wednesday, September 25, 2024

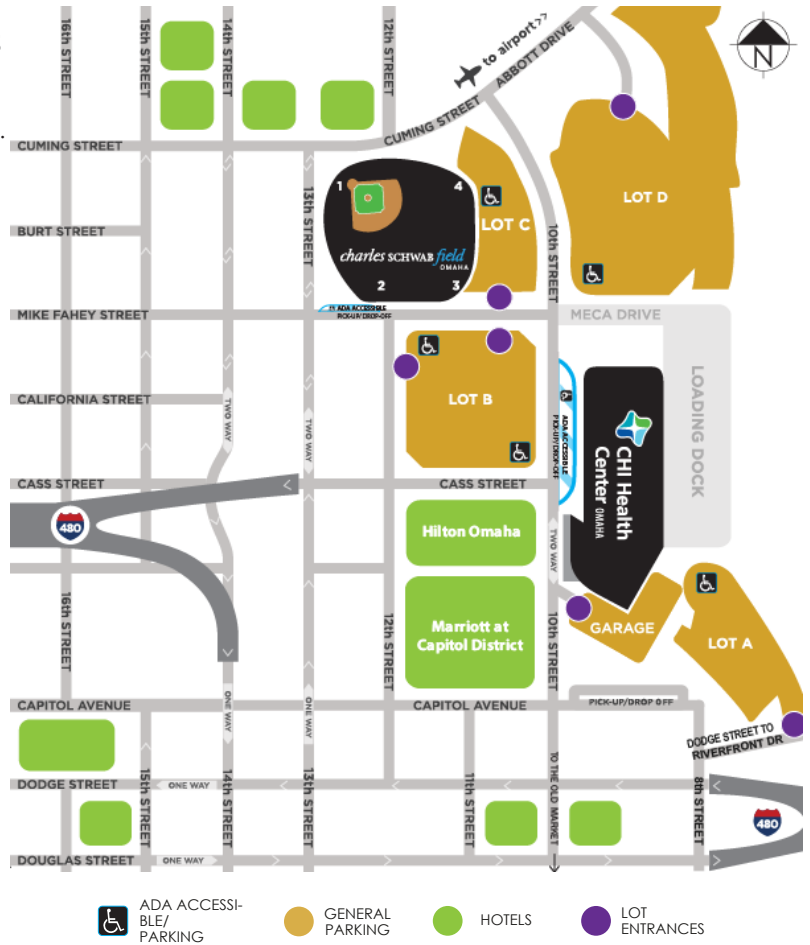
SUBMIT YOUR CONFERENCE HOTEL ROOM REQUEST WEDNESDAY, SEPTEMBER 25, 2024.

THE OMAHA CONVENTION & VISITORS BUREAU WILL ACT AS THE HOUSING AGENT FOR ALL PROPERTIES.

Hilton Omaha - 1001 Cass Street  
 \$151 per night  
**ROOM REQUESTS WILL BE ACCEPTED UNTIL OCTOBER 20, OR UNTIL FULL**

Omaha Marriott Downtown - 222 North 10th Street  
 \$171 per night  
**ROOM REQUESTS WILL BE ACCEPTED UNTIL NOVEMBER 8, OR UNTIL FULL**

A RESERVATION AT ONE OF THE ABOVE IS NOT REQUIRED TO ATTEND THE STATE EDUCATION CONFERENCE



## WEDNESDAY, NOVEMBER 20

Pre-Conference Sessions  
1:00 to 4:00 PM

Exhibitor Reception  
4:00 to 5:30 PM

## THURSDAY, NOVEMBER 21

Board Member/Mentor Collaboration  
7:15 to 8:15 AM

Opening Keynote Speaker  
8:15 to 9:30 AM

A - Breakout Sessions  
9:45 to 10:45 AM

B - Breakout Sessions  
11:15 AM to 12:15 PM

Thursday Luncheon Keynote Speaker  
12:30 to 2:00 PM

C - Breakout Sessions  
2:15 to 3:15 PM

D - Breakout Sessions  
3:30 to 4:30 PM

## FRIDAY, NOVEMBER 22

Classroom Showcase  
8:00 to 11:30 AM

NASB Delegate Assembly  
8:00 to 9:30 AM

NASA Membership Meeting  
8:00 to 9:30 AM

E - Breakout Sessions  
9:15 to 10:15 AM

F - Breakout Sessions  
10:30 to 11:30 AM

Friday Luncheon Keynote Speaker  
11:45 AM to 1:15 PM

# 20<sup>th</sup>

## DAY 1

WEDNESDAY, NOVEMBER 20, 2024

NASBO MEMBERSHIP MEETING

NASB LEGISLATION COMMITTEE MEETING

NASA EXECUTIVE BOARD MEETING

PRE-CONFERENCE SESSIONS

EXHIBITOR RECEPTION

NASB BOARD MEETING

# 21<sup>st</sup>

## DAY 2

THURSDAY, NOVEMBER 21, 2024

BOARD MEMBER / MENTOR COLLABORATION

PRESENTATION OF COLORS / MUSICAL OPENING

OPENING & LUNCHEON KEYNOTE SPEAKERS

SCHOOL BOARD MEMBER OF THE YEAR PRESENTED

BREAKOUT SESSIONS (A, B, C & D)

# 22<sup>nd</sup>

## DAY 3

FRIDAY, NOVEMBER 22, 2024

NASB DELEGATE ASSEMBLY

NASA MEMBERSHIP MEETING

CLASSROOM SHOWCASE

SUPERINTENDENT OF THE YEAR RECOGNIZED

CLOSING KEYNOTE SPEAKER

BREAKOUT SESSIONS (E & F)

ADJOURN

Register now at [www.NASBonline.org](http://www.NASBonline.org)



## INSPIRING HOPE THROUGH THE POWER OF COMMITMENT AND POSITIVITY BEYOND THE GAME: APPLYING "ALL IN" TO LIFE

### GIAN PAUL GONZALEZ

**THURSDAY MORNING OPENING SPEAKER - 8:15 TO 9:30 AM**

During the New York Giants' 2011 Super Bowl run, Gian Paul Gonzalez, a high school teacher from Union City, N.J., played a pivotal role in inspiring the team with his "ALL IN" rally cry. Before a crucial Christmas Eve game against the NY Jets, Gonzalez led a chapel service where he used poker chips to symbolize commitment, urging players to go "all in" with their dedication. The Giants, initially seen as unlikely playoff contenders, won that game 29-14 and carried their momentum through to victory in Super Bowl XLVI. Gonzalez, who turned down professional basketball opportunities to work with at-risk youth, is the founder of the Hope + Future Foundation. This organization provides health and wellness programs for youth in West New York, NJ, focusing on empowering students and fostering community unity. Gonzalez's "ALL IN" message, is not just a slogan it's a LIFEstyle.



## RUNNING TOWARD CHAOS

### DR. NATALIE STAVAS

**THURSDAY LUNCHEON SPEAKER - 12:30 TO 2:00 PM**

Dr. Natalie Stavas, a Nebraska native, and award-winning Harvard physician and humanitarian, epitomizes her life philosophy: "You Run Toward." This mantra was vividly demonstrated on April 15, 2013. As she approached the finish line of her fifth Boston Marathon, she faced the chaos of a bomb explosion. Instead of fleeing with the crowd, Dr. Stavas ran directly into the danger, providing critical aid and saved several lives that day. Natalie attacks every obstacle with the same attitude: "You run towards that which you fear, that which challenges you, that which is oppositional." Described as a healer, educator, and community leader, she was named "2013 Bostonian of the Year" by The Boston Globe.



## WHAT'S ON THE HORIZON AT THE NEBRASKA DEPARTMENT OF EDUCATION?

### BRIAN MAHER

**FRIDAY LUNCHEON SPEAKER - 11:45 AM TO 1:15 PM**

Join Commissioner Maher as he embarks on his second year at the helm of the Nebraska Department of Education (NDE), leading the charge in shaping the future of education across the state. In this pivotal year, he is poised to build upon the progress of his inaugural term, introducing a range of new developments and initiatives designed to enhance educational outcomes. As he outlines his strategic priorities, we will gain insight into his vision for fostering educational excellence, addressing key challenges, and driving meaningful change within Nebraska's schools. This comprehensive look at the goals and aspirations guiding Commissioner Maher's second year, highlighting the dynamic efforts underway to ensure that every student in Nebraska has access to high-quality education.

## Pre

### PRE-CONFERENCE SESSIONS WEDNESDAY, NOVEMBER 20 - 1:00 TO 4:00 PM

#### INSIDE OUT:

#### NAVIGATING BOARD CONFLICT AND THE HIDDEN COSTS OF DYSFUNCTION

As Boards of Education evolve, long-standing teams often encounter new members with differing beliefs, styles, and agendas, which can challenge board dynamics. This session offers attendees a chance to delve into how respectful dialogue ensures diverse perspectives are heard and considered in the decision-making process. What can the board and superintendent do to prepare for change and explore strategies for managing communication and conflict when it occurs? Participants will learn to foster civility in governance and proactively address common challenges. Join us to enhance your skills in navigating board transitions and maintaining a productive, respectful environment that builds trust between the board and superintendent and ensures that decisions are made openly and with integrity.

**PRESENTERS: David Kramer - Baird Holm Law Firm; Marcia Herring - NASB**

#### HARNESSING THE POWER OF AI:

#### PRACTICAL APPLICATIONS FOR SCHOOL BOARD MEMBERS AND ADMINISTRATORS

Have you been hearing about the buzz around AI and wondering how it will impact your district? Join us for an engaging, hands-on workshop designed specifically for school board members and administrators. We'll start by showcasing how cutting-edge AI tools, like ChatGPT, can simplify daily tasks and enhance the efficiency of board work. From there, we'll explore real-world applications where AI is already benefiting educators—saving time, reducing burnout, and improving student support. Our session will wrap up with the latest research on AI in education, including how schools are crafting policies to leverage AI for better learning outcomes and streamlined operations. You'll leave with actionable insights and practical tools to help you navigate the evolving landscape of AI and make a meaningful difference in your district and community.

**PRESENTERS: Lynne Herr - ESU 6; Andrew Easton - ESUCC; UNK AI Research Team**



## Register now at [www.NASBonline.org](http://www.NASBonline.org)



## ANN MACTIER - SCHOOL BOARD MEMBER OF THE YEAR WILL BE PRESENTED AT THE THURSDAY LUNCHEON

### Previous Winners Include:

2023 - ALLISON WELCH, CONESTOGA	2016 - TERRI HAYNES, CHADRON	2009 - RON PEARSON, ESU #3
2022 - MARCIA MAHON, SOUTH SIOUX CITY	2015 - LINDA RICHARDS, RALSTON	2008 - SANDRA JENSEN, OMAHA
2021 - STEVE KOCH, HERSHEY	2014 - BRAD KRIVOHLAVEK, NORFOLK	2007 - JOHN HANSEN, BELLEVUE
2020 - MARIAN HOLSTEIN, WINNEBAGO	2013 - PATTY BENTZINGER, NORRIS	2006 - FRED TAFOYA, PAPILLON-LA VISTA
2019 - VALERIE FISHER, PAPILLON-LA VISTA	2012 - KATHY BARTEK, FALLS CITY	2005 - WAYNE ERICKSON, WISNER-PILGER
2018 - KATHY DANEK, LINCOLN	2011 - JULIE AGARD, KEARNEY	2004 - ANN MACTIER, OMAHA
2017 - BONNIE HINKLE, GRAND ISLAND	2010 - KIM FASSE, ELKHORN	



## SUPERINTENDENT OF THE YEAR WILL BE RECOGNIZED AT THE FRIDAY LUNCHEON

### Previous Winners Include:

2025 - MELISSA POLONCIC, DC WEST	2012 - BILL MOWINKEL, GRAND ISLAND NW	1999 - KENNETH ANDERSON, HASTINGS
2024 - ANDY RIKLI, PAPILLION LA VISTA	2011 - MIKE CUNNING, HERSHEY	1998 - KEN BIRD, WESTSIDE
2023 - MARK LENIHAN, WAYNE	2010 - KEITH LUTZ, MILLARD	1997 - RICK BLACK, CONESTOGA
2022 - TERRY HAACK, BENNINGTON	2009 - STEVE RECTOR, SOUTH SIOUX CITY	1996 - GARY HAMMACK, KEARNEY
2021 - JIM SUTFIN, MILLARD	2008 - LARRY RAMAEKERS, AURORA	1995 - MARTIN PETERSEN, ALLIANCE
2020 - MARK ADLER, RALSTON	2007 - ROGER BREED, ELKHORN	1994 - VANDLE PHILLIPS, SOUTH SIOUX CITY
2019 - MIKE TEAHON, GOTHENBURG	2006 - RICHARD EISENHAUER, LEXINGTON	1993 - FRED BELLUM, COLUMBUS
2018 - JOHN SKRETTA, NORRIS	2005 - ROY BAKER, NORRIS	1992 - GLENN LARSEN, ADAMS CENTRAL
2017 - CAROLINE WINCHESTER, CHADRON	2004 - DAN ERNST, WAVERLY	1991 - NORBERT SCHUERMAN, OMAHA
2016 - JAY BELLAR, BATTLE CREEK	2003 - RANDY NELSON, NORFOLK	1990 - DOUG CHRISTENSEN, NORTH PLATTE
2015 - BRIAN MAHER, KEARNEY	2002 - PHILIP SCHOO, LINCOLN	1989 - DONALD STROH, MILLARD
2014 - STEVE BAKER, ELKHORN	2001 - KEITH ROHWER, NEBRASKA CITY	
2013 - KEVIN RILEY, GRETNA	2000 - STEVE JOEL, BEATRICE	



**BOARDSMANSHIP**



**CAREER & COLLEGE READINESS**



**COMMUNITY ENGAGEMENT**



**CURRICULUM**



**ESU**



**FACILITIES**



**LEGAL & POLICY**



**LEGISLATIVE & ADVOCACY**



**MANAGEMENT/ADMINISTRATION**



**NEW BOARD MEMBER**



**SAFETY**



**STUDENTS/EARLY CHILDHOOD**



**TECHNOLOGY**



**WELLNESS**

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- A3 CONSTRUCTION FUNDING
- A4 STOP CALLING IT MARIJUANA
- A5 PAIN IN THE APP, V. 10.0
- A6 COMMUNICATION FOR DISTRICTS LARGE & SMALL
- A7 SPECIAL EDUCATION AND SECTION 504 ISSUES
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- A9 BANCROFT-ROSALIE EARLY COLLEGE HIGH SCHOOL
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- B9 HOW TO CREATIVELY FUND A SCHOOL FACILITIES UPDATE
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- D6 RULE 10: HOW SBMS CAN SUPPORT THEIR SUPERINTENDENT
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- E2 LEADERSHIP THROUGH LONG-TERM PLANNING
- E3 HOT LEGAL TOPICS FOR BOARD PRESIDENTS
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- E5 SOCIAL MEDIA AND THE BOARD MEMBER
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- E7 OPEN MEETINGS AND PUBLIC RECORDS
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- F1 SYSTEMS FOR SUPPORTING STUDENT BEHAVIOR
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- F5 TITLE IX: NEW OR IMPROVED?
- F6 CENTRAL NEBRASKA TEACHER RECRUITMENT
- F7 ATHLETICS, NIL, AND COPYRIGHT
- F8 A LISTENING SESSION WITH THE STATE BOARD



Register now at [www.NASBonline.org](http://www.NASBonline.org)

## A

### A - BREAKOUT SESSIONS THURSDAY, NOVEMBER 21 - 9:45 TO 10:45 AM



#### A1 A "SPECIAL" KIND OF YEAR

While the 2024 legislative session ended in April and included many provisions that impacted K-12 education, Senators were not done. Called back in July for a Special Session, K-12 education was once again a target for change. Come learn what the legislature did (and didn't do) through two sessions of 2024. We will also preview what education leaders should be thinking about as we head into 2025.

**PRESENTERS: Colby Coash - NASB; Mike Dulaney - NCSA**



#### A2 BOARD GOVERNANCE: WHERE DO I BEGIN? WHAT HAVE I GOTTEN MYSELF INTO?

Welcome to board service! What is the secret to preparing effectively to transition as a new board member? What are the demands of the role and responsibilities of the board? This session will cover frequently asked questions, highlight the NASB Board Governance Standards, and will engage you in interactive discussion, present scenarios to challenge your understanding of overstepping or proper board oversight.

**PRESENTERS: Marcia Herring, Stacie Higgins & Stephanie Summers - NASB**



#### A3 SCHOOL FUNDING FOR CONSTRUCTION PROJECTS, INCLUDING LEASE PURCHASE AGREEMENTS



This session will explore the alternatives to a bond election to finance school buildings and equipment, including lease-purchase agreements directly with banks, lease-purchase agreements for equipment, "QCPUF" financings which now permit financing for "school safety infrastructure concerns," and other financing ideas.

**PRESENTERS: Mike Rogers - Gilmore & Bell Law Firm**



#### A4 STOP CALLING IT MARIJUANA. WHAT SCHOOLS NEED TO KNOW ABOUT HIGH POTENCY THC, VAPING, & FENTANYL

It is not ditch weed in our schools. The marijuana industry has changed the script. High potency THC (the psychoactive ingredient in marijuana) is what students are using in vapes or edible cannabis products. Neighboring states and countries legalizing this new drug along with clever marketing by the cannabis industry has lowered our sense of risk with these products. Learn how the new gateway drug and vape industries are impacting a new generation of users leading them to other deadly substances like fentanyl. What can schools do to be more aware and aid students in curbing these drug trends?

**PRESENTER: Jay Martin - Nebraska Department of Education**



#### A5 PAIN IN THE APP, V. 10.0



It's the diamond anniversary of this topic, and Karen and Sara have a real gem in store! Come get the latest legal trends and troubles regarding student and staff use of social media and technology.

**PRESENTERS: Karen Haase & Sara Hento - KSB School Law**



#### A6 COMMUNICATION STRATEGIES & TOOLS FOR DISTRICTS LARGE & SMALL

Effective communication is the cornerstone of a successful school district. This how-to session is designed to empower school board members and superintendents with the tools and strategies they need to establish clear, consistent, and impactful communication within their districts. The session will cover the essential steps for building a robust communication plan, engaging the community, and ensuring that communication efforts resonate across districts of all sizes. Participants will leave this session with a clear, actionable plan for establishing effective communication in their districts, practical tools for implementation, and strategies for engaging their communities.

**PRESENTER: Annette Eyman - Kordica Communications**



## **A7** WAKE UP CALL: SPECIAL EDUCATION AND SECTION 504 ISSUES FOR BOARDS AND ADMINISTRATORS

The fastest developing areas for school litigation surround students with disabilities. The rights of parents with students that have disabilities are actively enforced by government agencies such as the Department of Education, the Office of Civil Rights, and the Department of Justice. We will go through best practices and common pitfalls under the IDEA and Section 504 to help your district develop specialized plans, respond to parent complaints, create plans for difficult behaviors, and more!

**PRESENTER: Haleigh Carlson - Perry Law Firm**



## **A8** GROW YOUR OWN: NURTURING FUTURE EDUCATORS IN RURAL NEBRASKA

Passionate about tackling Nebraska's educator shortage? Join us to explore the ESUs 6 & 9 Education Career Pathway pilot program, focusing on rural schools' needs with replicability statewide. Dive into details spanning 15 districts, and 66 high school students supported by NDE. Learn about the free curriculum, work-based learning, and dual-credit opportunities at Wayne State College. Discover Educators Rising CTSO's impact in fostering community among aspiring educators. Gain valuable insights into addressing teacher shortages and discuss implementation strategies.

**PRESENTERS: Lynne Herr - ESU 6; Kristen Slechta & Katie Soto - ESU 9**



## **A9** BANCROFT-ROSALIE EARLY COLLEGE HIGH SCHOOL

Bancroft-Rosalie School graduated their first class of six Associate Degree earning high school seniors in 2023. The students will share their Early College experience in a rural school and the transition from high school to a college junior curriculum. School administration will provide information on the process of identifying and supporting high ability in an accelerated academic program with limited resources.

**PRESENTER: Jon Cerny - Bancroft-Rosalie Public Schools**



## **A10** HARVESTING HOPE

UNPS Three Sisters Farm to School has embarked on an exciting venture to address the concern of food insecurity and sovereignty on the Omaha Reservation. This school-based 7-acre garden blends traditional and modern farming practices to produce over 16,000 pounds of fresh organic produce that is distributed to the school and community. This project offers vocational training, paid employment, and cultural experiences to the students of UNPS. This one-of-a-kind project has become a model for other schools and revitalized the cultural ties and customs of the Omaha people.

**PRESENTERS: Stacie Hardy & Susan French - Umonhon Nation Public Schools**



## **A11** A SYSTEMATIC APPROACH TO DELIVERING ON-GOING PROFESSIONAL LEARNING AND LEADERSHIP DEVELOPMENT

Millard Public Schools believes our People are our greatest resource. In order to best support our staff, Millard implements a systematic approach to deliver on-going and embedded professional learning and leadership development. In this session, Millard will share specific plans and strategies used to develop and retain staff. Examples that will be shared include action research, the Millard Graduate Program, and leadership development.

**PRESENTERS: Kim Saum-Mills, John Schwartz & Todd Tripple - Millard Public Schools**



**Register now at [www.NASBonline.org](http://www.NASBonline.org)**

## B

### B - BREAKOUT SESSIONS THURSDAY, NOVEMBER 21 - 11:15 AM TO 12:15 PM



#### B1 NSAA COMPETITIVE BALANCE UPDATE

This session will provide an overview of the NSAA's adoption of a Competitive Balance Committee and its implementation.

**PRESENTERS: Jennifer Schwartz & Jeff Johnson - NSAA**



#### B2 EMPOWERING SCHOOL BOARD MEMBERS AS COMMUNITY CATALYSTS: STRATEGIES FOR EFFECTIVE CROSS-SECTOR PARTNERSHIPS

Explore the critical role of school board members as community leaders in fostering effective cross-sector partnerships. The session emphasizes the importance of partner identification, alignment of goals, and establishing a clear governance structure for decision-making. We will highlight the central role of relationship building, underpinned by trust and understanding of diverse organizational cultures. We will cover transparency in all processes and communication, along with strategies for project monitoring, evaluation, and continuous improvement.

**PRESENTERS: Joe DiCostanzo - Nebraska Children & Families Foundation; Caden Frank - NASB**



#### B3 HOLD YOUR FIRE - ISSUES IN TERMINATIONS

Everyone knows the Teacher Tenure Act provides numerous protections to certificated employees. But, various state and federal laws and rules also impact a school's ability to part ways with employees, including classified staff. In this session, attorneys from the Perry Law Firm will address and provide guidance on things to consider before firing, or even demoting or reassigning, any employee.

**PRESENTER: Josh Schauer - Perry Law Firm**



#### B4 BUILDING SAFE AND SECURE SCHOOLS

We know learning can only happen when students and staff feel safe in their educational environment. So, how do we build safe and secure schools? Become a Diamond Status member with NDE School Safety & Security Diamond Badge Certification. Schools across the state are completing the safety protocols and the Badge being displayed on buildings, social media platforms, and websites provides the confirmation to school communities that best practices and requirements are being met. Get the latest guidance and support from the Nebraska Department of Education, School Safety & Security Director on what is needed to put your school district in Diamond Badge Certification.

**PRESENTER: Jay Martin - NDE**



#### B5 SUPERINTENDENT CONTRACTS: WHAT DOES IT ALL MEAN?!

We get dozens of questions each fall about the same sections of the superintendent contract. How long is our contract, and how and when does the contract "renew"? Do we have to do anything at our meeting to approve the renewal or extension? What if we don't approve it? What about the pay transparency law--when does that apply if we're just adding a year? This presentation will cover these critical contract sections and decisions so that all board members and superintendents understand how they affect the contract length, costs, and obligations.

**PRESENTERS: Bobby Truhe & Steve Williams - KSB School Law**



#### B6 MAKING DOLLARS AND SENSE OF SCHOOL FINANCE

The learning curve for understanding school finance is never ending. Learn about long standing practices and recent changes that affect your district's financial position.

**PRESENTERS: Bryce Wilson - NDE; Matt Fisher - Grand Island Public Schools; Carl Dietz - Northland Securities**





## **B7** THE OPEN MEETINGS ACT: FROM THE BASICS TO THE UNEXPECTED

Most board meetings may run smoothly. But every once in awhile, a board member may make an unexpected motion, a member of the public may object to the board considering an item that was added to the agenda late. Occasionally, public comment can present challenges in the middle of the meeting. These scenarios can create confusion and contention among the board and community. We will walk through these types of situations and offer proactive advice under Nebraska's Open Meetings Act and real-world examples.

**PRESENTER: Justin Knight - Perry Law Firm**



## **B8** BUILDING AND GROWING OUR FUTURE: A BOARD VISION OF INVESTMENT

Gering Public Schools highlights two national priorities: Workforce development and early intervention. The Board and district leadership identified how to maximize programs effectively while leveraging resources efficiently. The growing school district has opened a new preschool center constructed by their own high school students. As a response to the expanding need for early childhood education in the community, GPS has embraced the "cradle-to-cap" concept by empowering their construction trade students to apply their skills of woodworking, machinery, electrical and masonry. The 4-year high school program offers a strong background in construction trades and apprenticeship experience for students.

**PRESENTERS: Nicole Regan, Stacy Rodriguez, Brian Copsey & Greg Trautman - Gering Public Schools**



## **B9** HOW TO CREATIVELY FUND A SCHOOL FACILITIES UPDATE

Wauneta-Palisade used creative funding options to complete an addition and renovation project creating a better learning environment. WP was faced with aging facilities in two locations and deciding how to improve them without passing a bond issue. We worked with business partners to find funding and design options to fit our budget and resources. WP utilized a lease purchase for new construction, QCPUF for ADA and HVAC improvements and leveraged our strong financial resources.

**PRESENTERS: Allison Sandman & Randy Geier - Wauneta-Palisade Public Schools; Jacob Sertich - Wilkins ADP; Tobin Buchanan - Northland Securities**



## **B10** NAVIGATING FUTURES: HAWK HERD & NEBRASKA CAREER CLUSTERS

Come and learn how one local producer's beef donation for the school lunch program has evolved into a hands-on "grow your own" beef program at Hampton Public School. The session will highlight the four key areas of the Nebraska Career Education Model - Core Academics/College and Career Readiness, Career Fields, Career Clusters, and Employability and Entrepreneurship. The Hawk Herd engages students in community partnerships within each of the six career clusters utilizing real-world experiences to help guide potential career choices while supporting "Farm to Fork" in our school lunch program two days a week.

**PRESENTERS: Holly Herzberg, Carson Klute & Grant Dose - Hampton Public School**



## **B11** WHAT EVERY SCHOOL DISTRICT NEEDS TO KNOW ABOUT HIRING FOREIGN-TRAINED TEACHERS

Hiring a Foreign-Trained Teacher has become a creative way for school districts to overcome the teacher shortage. Superintendents and board members will both benefit from learning the ends and outs of hiring a foreign-trained teacher.

**PRESENTER: Decau Jean-Baptiste & Katelyn Larson - NDE**



## C - BREAKOUT SESSIONS

THURSDAY, NOVEMBER 21 - 2:15 TO 3:15 PM



### C1 STUDENT VOICES

Students from Nebraska high schools share their perspectives on issues that are important to the leaders of tomorrow.



### C2 AT THE BOARD TABLE - AN INTERACTIVE MOCK BOARD MEETING

Join us at the boardroom table and experience the dynamics of a school board meeting. This session will provide a practical understanding of how board meetings are conducted, including the procedures, protocols, and decision-making processes. Through a simulated mock board meeting, participants will gain confidence in their ability to navigate real meetings, and the importance of what boards communicate through the public meeting.

**PRESENTERS: Marcia Herring, Stacie Higgins & Stephanie Summers - NASB**



### C3 BUILDING, FACILITIES, AND REAL ESTATE – WHAT KEEPS A SCHOOL BOARD MEMBER UP AT NIGHT?



In this session, the Perry Law Firm will talk about various legal issues relating to school buildings, facilities, and real estate, including potential legal issues that can arise with facility maintenance, construction and other expenditure and revenue issues with school property.

**PRESENTERS: Derek Aldridge - Perry Law Firm**



### C4 EMPOWERING DECISION SUPPORT FOR EDUCATION AND WORKFORCE DEVELOPMENT IN NEBRASKA

Since the fall of 2020, the Nebraska Statewide Workforce & Educational Reporting System (NSWERS) has been working to create a state-of-the-art education and workforce information source. These efforts have culminated in the establishment of a unique and strategic asset designed to bolster decision making and empower decision makers by mitigating uncertainty surrounding education and workforce planning. This session will provide an overview of NSWERS and the innovative analytic tools being created to support schools.

**PRESENTER: Matt Hastings - Seward Public Schools**



### C5 MEETING OF THE MINDS: LET'S GET CLOSED SESSION RIGHT!



Enough said. Leave your preconceptions at the door. If you are thinking, "I know all about closed session, so I don't need to attend that one," you're probably our target demographic for this presentation.

**PRESENTERS: KSB School Law**



### C6 INNOVATIVE PREPARATION FOR EDUCATORS: HOW UNL IS MEETING THE CHALLENGE

Innovative educator preparation, including alternative certification and grow your own programs, are necessary to ensure we have qualified teachers and administrators as we work with the educator workforce challenge. Join me to learn about UNL's teacher apprenticeship program, school administrator preparation innovations, professional development for Career Education Permit teachers, alternative certification and accelerated programs, and how to grow your own school psychologist. These innovative approaches ensure the preparation of quality educators while meeting the immediate needs of school districts.

**PRESENTER: Sara Skretta - UNL**



## **C7** COACH & RELEASE - WAIVERS & RELEASES IN EXTRACURRICULAR ACTIVITIES

Extracurricular activities are a significant part of public education. They are also a potential source of significant liabilities for your district. From concussions to motor vehicle accidents, risks are everywhere. A recent decision from the Nebraska Supreme Court indicates that schools could mitigate some of these risks with releases and waivers. We will discuss everything from the implications of using waivers and releases to the standards of care applicable to coaches and volunteers.

**PRESENTER: Josh Schauer - Perry Law Firm**



## **C8** SCHOOL SAFETY 101: TAKING SCHOOL SAFETY TO THE NEXT LEVEL

Norris School District 160 has centralized and streamlined our safety and security efforts on our campus. While you can never be fully prepared for a critical incident, understanding and testing your District's Emergency Operation Plan is a starting point. This session will provide insight into updating and testing your District's EOP, community partnerships, grant opportunities, use of technology, and more to create a better understanding for staff, students, and parents/guardians.

**PRESENTERS: Derrick Joel, Brian Maschmann & Gary Kubicek - Norris School District 160**



## **C9** BUILDING BOW TOGETHER - LESSONS FROM BROKEN BOW BOND ELECTION

This session will be a panel presentation and Q&A on lessons learned from the Broken Bow Bond Elections - a bond failure that turned into a yes vote and win for the community. Panel participants will include representatives from Broken Bow Public Schools and the business partners that helped make the project a success.

**PRESENTERS: Ashley Abramson & Steve Thiel - Hausmann Construction, Inc.; Darren Tobey - Broken Bow; Tobin Buchanan - Northland Securities; Jacob Sertich - Wilkins ADP**



## **C10** ESU BOARD MEMBER UPDATE

Especially for our ESU attendees, get the latest from the ESUCC, NDE, and NASB about statewide ESU activities and issues.

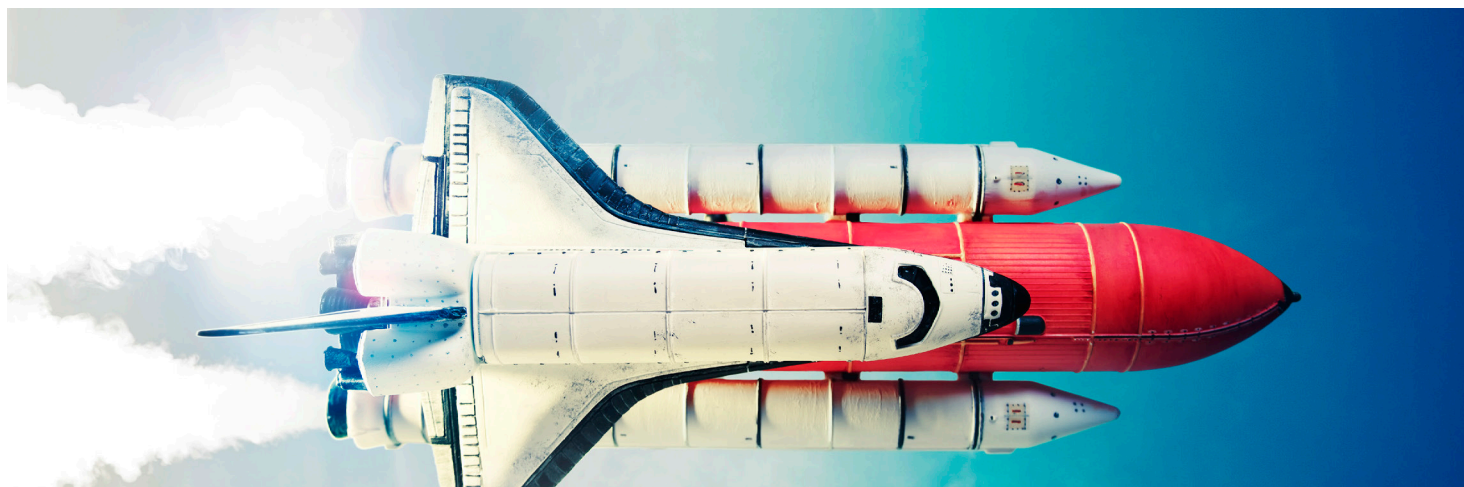
**PRESENTERS: Larianne Polk - ESUCC; Brad Dirksen - NDE; Colby Coash - NASB**



## **C11** CONNECTING EDUCATIONAL LEARNING TO WORKPLACE SUCCESS

Today's careers have multiple entry and exit points, and it is important for young people to recognize how to navigate effectively to reach their fullest potential. Experiential learning opportunities assist youth with developing knowledge and skills that will lead to greater persistence in college and the workplace. This session provides a unique platform where education, business, and industry professionals collaborate through a variety of school enrichment and community programming. They will share personal perspectives and discuss strategies to collectively enhance college and career readiness for the next generation.

**PRESENTERS: Dawn Lindsley, Jacie Milius, Kim Liebeg & Jonathan Schulte - ESU 7**



**Register now at [www.NASBonline.org](http://www.NASBonline.org)**

## D

### D - BREAKOUT SESSIONS THURSDAY, NOVEMBER 21 - 3:30 TO 4:30 PM



#### D1 UNLOCKING EFFICIENCY: MASTERING PAPERLESS BOARD MEETINGS & STAFF NEGOTIATIONS



Embark on a transformative journey with paperless board meeting and teacher negotiations systems, redefining school board governance. Uncover the secrets to streamlined meetings, harnessing transparency for better decision-making, and unlocking invaluable data insights. Dive into tips and tricks to maximize your efficiency and effectiveness in managing school affairs. Join us in embracing this innovative approach to governance, where simplicity and productivity are paramount.

**PRESENTERS: Chris Kuncel - Mullen; Darion Miller & Nicole Kobus - Sparq Data Solutions**



#### D2 EHA BENEFITS UPDATE

In this session we will provide an up-to-date look at the benefits programs available to EHA members and allow time to address any questions attendees may have.

**PRESENTER: Greg Long - EHA; Courtney Ray - Blue Cross Blue Shield of NE**



#### D3 WE ARE FAMILY: THE USE OF ADVISORY GROUPS TO GATHER FEEDBACK AND ENGAGE STAKEHOLDERS



Papillion La Vista Community Schools is a suburban school district in the Omaha metro area with over 12,000 students. The purpose of this session is to describe how PLCS utilizes a variety of internal and external advisory groups to solicit feedback on critical topics and to engage its community members. A specific focus will be placed on the purpose, selection process, and structure of its Student Advisory Council and other groups including teacher, classified staff, and business/elected official advisories.

**PRESENTERS: Valerie Fisher, Christopher Villarreal & Andy Rikli - Papillion La Vista Community Schools**



#### D4 THE POWER OF STAY SURVEYS IN RETAINING HIGH QUALITY STAFF

Every school district is making plans to recruit and hire the next generation of teachers. We are considering hiring incentives, perks, and salary increases for these new staff members. What are we doing to keep our very best teachers in our school district? In this presentation, you will hear from practicing administrators regarding a "stay" survey that was implemented during the 2023-2024 school year, as well as ideas and thoughts regarding retaining staff from administrators and board members with emphasis on teacher voice, leadership, and culture.

**PRESENTERS: Matt Dominy, Josh Fields, Paul Duer, Shawn Svoboda, Ryne Seaman, Matt Hastings, Jill Hochstein, Danielle Shipley & Jessica Dominy - Seward Public Schools**



#### D5 HOT TOPICS WITH JIM AND KAREN



Veteran school attorneys Jim Gessford from the Perry Law Firm and Karen Haase from KSB School Law will cover a variety of "hot topics" that school board members from Nebraska should know. Come learn about the legal issues that your board will be (or maybe already is) dealing with, while you also get to listen to Jim and Karen bicker and banter.

**PRESENTERS: Karen Haase - KSB School Law; Jim Gessford - Perry Law firm**



#### D6 RULE 10: REQUIREMENTS, REGULATIONS, REPORTS AND COMPLIANCE. HOW BOARD MEMBERS CAN SUPPORT THEIR SUPERINTENDENT

Rule 10 has several sections, numerous statutes and over 200 regulations. This session is for board members who want to support their superintendent through having a better understanding of what it means to be accredited through Rule 10.

**PRESENTER: Decau Jean-Baptiste, Todd Wolverton & Sandy Suiter - NDE**



## **D7** NAVIGATING TRANSGENDER STUDENT POLICIES IN SCHOOLS



Can our school have a policy relating to transgender students? Should our school have a policy on transgender students? Which state and federal laws do we need to consider? Is this about bathrooms or athletics? Can we just ignore the discourse on this topic? Join attorneys from the Perry Law Firm where we will answer all of these questions and more!

**PRESENTER: Haleigh Carlson - Perry Law Firm**



## **D8** DEVELOPING THE SCHOOL DISTRICT AND SCHOOL FOUNDATION RELATIONSHIP




As public schools continue to be top of mind across the nation, the need for school districts and school foundations to work hand in hand increases. During this session you will learn how developing a relationship with the superintendent and communications department can move your foundation forward. You will learn how aligning success stories can increase goodwill for the district as well as giving to the foundation.

**PRESENTER: Nicole Anderson - Columbus Public Schools**



**Register now at [www.NASBonline.org](http://www.NASBonline.org)**


## E

E - BREAKOUT SESSIONS  
FRIDAY, NOVEMBER 22 - 9:15 TO 10:15 AM **E1 SUPPORTING AND ENGAGING YOUR COMMUNITY THROUGH MENTAL HEALTH & WELLNESS RESOURCES** It is critical to build the collective capacity of families and staff to align efforts and create consistency between school and home while also creating balance in the lives of school staff to ensure learners and families thrive! This district has worked to build out mental health, social-emotional, personal development, and family wellness resources in connection with community supports to engage families creating agency and ownership**PRESENTER: Summer Stephens - Grand Island Public Schools** **E2 ARE WE THERE YET? HOW DO WE KNOW IF WE HAVE ARRIVED, IF WE DO NOT KNOW WHERE WE ARE GOING?** Effective board governance and superintendent leadership requires the board to provide clarity of purpose and a vision for success for the school district. Through purposeful engagement of stakeholders, the board gathers valuable insights into the needs and expectations of the school district. Regular communication with stakeholders ensures that they are kept informed about the progress and direction of the district. This builds transparency and trust and ensures alignment between the district and the community. During this session, you will learn about three important characteristics of effective board and superintendent leadership through long-term planning.**PRESENTERS: Marcia Herring, Stacie Higgins & Stephanie Summers - NASB** **E3 HOT LEGAL TOPICS FOR BOARD PRESIDENTS**

This session will focus on current and forthcoming legal hot topics, with a specific focus on Board Presidents. This will include policy and handbook updates, constructing and managing the agenda, public comment, closed session, recent court decisions, legislative proposals, and other happenings in school law.

**PRESENTER: Justin Knight - Perry Law Firm** **E4 CITIZEN'S ACADEMY CREATES DEEP COMMUNITY PARTNERS**

Learn how the LPS Citizen's Academy works and walk session participants through steps to replicate it in a way that fits your community. The LPS Citizen's Academy is a unique, no-charge public outreach program that engages approximately 30 adult members of our community in four evening sessions during the first semester, all on-site at different buildings within the district. The relationships built and information shared with academy participants have paid important dividends in future efforts by the districts.

**PRESENTERS: Mindy Burbach, Paul Gausman, Kathy Danek & Lanny Boswell - Lincoln Public Schools** **E5 SOCIAL MEDIA AND THE BOARD MEMBER - DO'S AND DON'TS AND OTHER LEGAL ISSUES** Social media plays a big part in board governance these days, whether we like it or not. Many board members actively use social media for community engagement...and all board members employ staff who do the same. This presentation will cover the top things every board member must know about their own social media use, official school accounts, and the most recent court cases and real life examples where things can go wrong.**PRESENTERS: KSB School Law**



## **E6 ADDRESSING THE EDUCATOR WORKFORCE THROUGH INNOVATION AND PARTNERSHIPS**

Recruiting and retaining the educator workforce is critical to successful schools and student achievement. Join us to learn about grow your own initiatives like teacher apprenticeships, rural school psychologist training programs, and principal preparation programs, the results of collaboration between school districts and educator preparation programs. Other recruitment strategies, including those specific to special education teachers, will also be shared. We'll discuss actions for retention of both teachers and administrators with a focus on the importance of collaboration and conversation between school districts and educator preparation programs. We look forward to having you join us!

**PRESENTERS: Sara Skretta - UNL; Andrea Haynes - Westside Community Schools**



## **E7 OPEN MEETINGS AND PUBLIC RECORDS - ARE YOU READY FOR THE NEW CHANGES?**

In this session, lawyers from the Perry Law Firm will discuss some of the new changes to the Open Meetings Act and Public Records Laws that were recently made by the Legislature.



**PRESENTER: Derek Aldridge - Perry Law Firm**



## **E8 USING THE CONSTRUCTION MANAGER AT RISK METHOD TO DESIGN, CONTRACT, AND BUILD YOUR BOND PROJECTS.**



Join us for an insightful session where a school superintendent and a legal expert will discuss the benefits of using a Construction Manager at Risk (CM@R) approach. Discover how a school district can effectively collaborate with architects, attorneys, and construction firms to successfully manage bond projects from inception to completion. Gain valuable perspectives on optimizing the process to ensure timely and efficient project delivery.

**PRESENTERS: Jason Buckingham - Ralston Public Schools; Coady Pruett - KSB School Law**



## **E9 HOW DOES MY SCHOOL TRAIN AND REPORT FOR THE BEHAVIOR INTERVENTION & TEACHER SUPPORT ACT (BITS)**

Does my school have to train everyone this year? Does my school have to train everyone? Does my school have to watch videos? If my school recertified in MANDT or CPI in June, does that count? Does my school have to use Canvas? How do we record the staff who took the training? Join us this fine Friday morning as we help to answer these questions and more.

**PRESENTERS: Larianne Polk & Andrew Easton - ESUCC**



## F

E - BREAKOUT SESSIONS  
FRIDAY, NOVEMBER 22 - 10:30 TO 11:30 AM**F1 GETTING YOUR SYSTEMS FOR SUPPORTING STUDENT BEHAVIOR ON PAR**

Student behavior is a common concern among stakeholders. During the 2023-2024 school year, Lincoln Public Schools developed a comprehensive PK-12 behavior framework. The Prevention, Accountability, and Restorative (PAR) Behavior Framework is designed to equip teachers, staff, administrators, and stakeholders with the tools, strategies, and practices necessary to cultivate a positive, supportive environment for teaching and learning with greater consistency. The PAR framework encompasses evidence-based practices, preventative strategies, and an accountability matrix in conjunction with restorative practice to address a range of behavior needs across educational settings. Join us for an overview of the framework.

**PRESENTERS: Lanny Boswell, Kathy Danek, Mike Gillotti & Karmin Pedroza - Lincoln Public Schools**

**F2 2024 PHS CAREER ACADEMIES - FIND YOUR PATH IN HIGH SCHOOL**

Plattsmouth High School Wall-to-Wall Career Academies began in 2016 after years of visioning and planning by students, staff, and stakeholders. Our academies are led by student academy core leaders (ACL), the business/community advisory committee, and our district and PHS staff. Learn about our journey to becoming a National Model High School and how wall-to-wall career academies differ from pocket academies with every student in an academy. Join us at our session and also hear about our new website, marketing, updated course guides, and pathways for our three career academies.

**PRESENTERS: Tina Harvey, Richard Hasty, Todd Halvorsen & Cherie Larson - Plattsmouth Community Schools**

**F3 NEGOTIATING FROM THE BOARD'S SIDE: SUPERINTENDENTS, TEACHERS, AND CLASSIFIED STAFF**

Negotiations is one of the most important functions of a school board. In fact, "personnel" is the largest item of a school district's budget. And one of the Board's main responsibilities is to oversee the Superintendent. This session will walk through the statutory requirements for negotiations with teachers, as well as common pitfalls in Superintendent Contracts and classified staff agreements. We will also give boards an update on ideas for the 2024-2025 negotiations season.

**PRESENTER: Justin Knight - Perry Law Firm**

**F4 STRENGTHENING YOUR BEEF IN SCHOOLS PROGRAM WHILE SUPPORTING YOUR STUDENTS IN 4H**

Arnold Public Schools has spent the last two years partnering with local businesses to purchase market heifers or steers at the Custer County Fair Livestock Auction. The school pays the base set at current market, and the sponsoring business pays the premium. They are then processed at our USDA Inspected Processor. What started with one steer, quickly jumped to 4 at the 2023 auction. After the first year, businesses were requesting to participate in the program. Attend this session to learn more about seizing this opportunity to buy local and support our local farmers and ranchers.

**PRESENTER: Joel Morgan - Arnold Public Schools**

**F5 TITLE IX: NEW OR IMPROVED?**

Every year there's one topic we hope won't surface yet again, and every year Title IX and all things sex discrimination and gender identity see trends or changes we can't ignore. This year, we have new regulations, new cases, and a Supreme Court content with punting on 3rd down. From complaints of sex discrimination to athletic participation, it's been another busy year. We can't cover everything, but we'll hit the high points all board members and administrators need to know.

**PRESENTERS: Jordan Johnson & Coady Pruett - KSB School Law**



## F6 CENTRAL NEBRASKA TEACHER RECRUITMENT AND RETENTION

Nationally, there is a recognized teacher shortage and ongoing conversation and collaborations among policymakers, school leaders, and education preparation programs focused on recruiting and retaining teachers. Funded by the Nebraska Department of Education's Educator Shortage grant, UNK researchers delved into the experiences of Central Nebraska teachers. Their research captured teacher perceptions of their jobs, identified factors boosting professional satisfaction, and pinpointed interventions supporting their growth and development. During this session, the UNK Research team will share findings and ideas on how to support early career educators.

**PRESENTERS: Chelsea Feusner, Janet Eckerson, Aprille Phillips & Chadra Diaz - University of Nebraska-Kearney**



## F7 SCOREBOARD UPDATE: ATHLETICS, NIL, AND COPYRIGHT

In this session, lawyers from Perry Law firm will discuss various issues that can arise with athletic equity and booster clubs, student-athlete name-image-likeness issues, and school and third-party copyrights and trademarks.

**PRESENTER: Derek Aldridge- Perry Law Firm**



## F8 A LISTENING SESSION WITH MEMBERS OF THE STATE BOARD OF EDUCATION

Share your thoughts on statewide education policy with members of the State Board of Education. State Board members are particularly interested in what is currently affecting local school boards and districts, and the solutions you have to offer for these issues. Topics may include school accountability, accreditation and approval, educator certification, and statewide assessment, among others. Attending this session is a great opportunity for you to have your voice heard among members of the State Board of Education.

**PRESENTERS: Ryan Foor & Elizabeth Tegtmeier - Nebraska Department of Education**

# Registering for the Conference

REGISTRATION FOR THE 2024 STATE EDUCATION CONFERENCE WILL OPEN WEDNESDAY, SEPTEMBER 11, 2024

To register, go to the NASB website at [www.NASBonline.org](http://www.NASBonline.org) and log in using your email and password, and click the State Education Conference link.

AS YOU REGISTER, BE SURE TO MAKE PLANS TO ATTEND THE EXHIBITOR RECEPTION  
FROM 4:00 TO 5:30 PM ON WEDNESDAY, NOVEMBER 20.

IF YOU HAVE SPECIAL DIETARY NEEDS DUE TO A MEDICAL CONDITION, CONTACT AVARY PANSING-BROOKS AT  
[APANSINGBROOKS@NASBONLINE.ORG](mailto:APANSINGBROOKS@NASBONLINE.ORG) TO ARRANGE ALTERNATIVE MENUS.



# Register now at [www.NASBonline.org](http://www.NASBonline.org)



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