

MINUTES
BOARD OF EDUCATION

November 11, 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

I.C. Motion to Excuse Debra Schlake & Jeff Argo from the November School Board Meeting

Motion to excuse Debra Schlake & Jeff Argo from the November school board meeting.

This motion, made by Dana Dorn and seconded by Betsy Frerichs, passed.

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

yes: 4, no: 0, Absent: 2

II. Approval of Minutes from the October 14, 2024, Regular Board Meeting & Committee on American Civics Meeting

Motion to approve the minutes from the October 14, 2024, regular school board meeting & the committee on American civics meeting. This motion, made by Jared McKeever and seconded by Dana Dorn, passed.

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

yes: 4, no: 0, Absent: 2

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 Jared McKeever and seconded by Dana Dorn, passed.

Jeff Argo: Absent, Debra Schlake: Absent, Dana Dorn: yes, Betsy Frerichs: yes, Jared McKeever: yes, David Zimmerman: yes
yes: 4, no: 0, Absent: 2

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. Paying out Conditional Leave for All Employees Beyond the Maximum Accumulated Days for the 2024-2025 School Year and Beyond

Motion to paying out conditional leave for all employees beyond the maximum accumulated days for the 2024-2025 school year and beyond. This motion, made by Jared McKeever and seconded by Betsy Frerichs, passed.

Debra Schlake: Absent, Jeff Argo: yes, Dana Dorn: yes, Betsy Frerichs: yes, Jared McKeever: yes, David Zimmerman: yes
yes: 5, no: 0, Absent: 1

VII.B. Option Enrollment Applications

VII.C. Executive Session: Annual Superintendent Evaluation - As Needed to Protect the Interest of the District & to Prevent the Needless Injury to the Reputation of an Individual

Motion to enter in executive session at 8:27 p.m. as needed to protect the interest of the district & to prevent the needless injury to the reputation of an individual. This motion, made

by Jeff Argo and seconded by Jared McKeever, passed.

Debra Schlake: Absent, Jeff Argo: yes, Dana Dorn: yes, Betsy Frerichs: yes, Jared McKeever: yes, David Zimmerman: yes
yes: 5, no: 0, Absent: 1

VII.C.1. Convene Executive Session: Annual Superintendent Evaluation

VII.C.2. Reconvene Meeting from Executive Session

Motion to reconvene the meeting from executive session at 9:02 p.m. This motion, made by Jared McKeever and seconded by Jeff Argo, passed.

Debra Schlake: Absent, Jeff Argo: yes, Dana Dorn: yes, Betsy Frerichs: yes, Jared McKeever: yes, David Zimmerman: yes
yes: 5, no: 0, Absent: 1

VII.C.3. Approval of Any Action Deemed Necessary as a Result of Executive Session

VIII. Adjournment

Motion to adjourn the meeting at 9:12 p.m. This motion, made by Betsy Frerichs and seconded by Dana Dorn, passed.

Debra Schlake: Absent, Jeff Argo: yes, Dana Dorn: yes, Betsy Frerichs: yes, Jared McKeever: yes, David Zimmerman: yes
yes: 5, no: 0, Absent: 1

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
COMMITTEE ON AMERICAN CIVICS
October 14, 2024
7:15 PM

I. Call Meeting to Order

President Dave Zimmerman called the Committee on American Civics meeting to order at 7:15 p.m. and the following members were present: Dana Dorn, Dave Zimmerman, & Jared McKeever. The following administrator was present: 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: 10/9/2024

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. Committee on American Civics Statute 79-724

The committee on American civics reviewed statute 79-724.

I.B. Accept Public Comment on the topic of American Civics

I.C. District Policies Related to the topic of American Civics

The committee on American Civics reviewed Policy 2002: Organization of Board, Board Officers, and Check Signing, Policy 6012: Flag Display and Patriotic Observances, Policy 6032: Constitution Day Education, & Policy 6041: Malcolm X Day Education.

I.D. Review of the K-12 Social Studies Curriculum

Dr. Proski gave an overview of the K-12 Social Studies curriculum, and he said the district purchased new K-12 Social Studies curriculum at the start of the 2021-2022 school year. The district used the third round of stimulus funds or the Elementary & Secondary School Emergency Relief (ESSER) Funds to purchase the new K-12 Social Studies curriculum.

I.E. Patriotic Exercises

I.F. Requirements (8th & 12th Grade) Related to the American Civics Statute

Dr. Proski said that all 8th grade students and all 12th grade students will be taking the civics portion of the naturalization test used by the U.S. Citizenship and Immigration Services to fulfill the requirements under state statute 79-724.

II. Adjournment

Motion to adjourn the meeting at 7:18 p.m. This motion, made by Dana Dorn and seconded by Jared McKeever, passed.

Dana Dorn: yes, Jared McKeever: yes, David Zimmerman: yes
yes: 3, no: 0

The next Regular Board meeting is scheduled for 7:30 p.m., October 14, 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

MINUTES
BOARD OF EDUCATION
October 14, 2024
7:30 PM

I. Call Meeting to Order

President Dave Zimmerman called the meeting to order at 7:30 p.m. and the following members were present: Dana Dorn, Dave Zimmerman, Debra Schlake, Jared McKeever, & Jeff Argo. The following administrators were present: Kane Hookstra & 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: 10/9/2024

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.

I.C. Motion to excuse Betsy Frerichs from the October 14, 2024, school board meeting

Motion to excuse Betsy Frerichs from the October 14, 2024, school board meeting. This motion, made by Jeff Argo and seconded by Jared McKeever, passed.
yes: 5, no: 0, Absent: 1

II. Approval of Minutes from the September 24, 2024, Special School Board Meeting

Motion to approve minutes from September 24, 2024, special school board meeting. This motion, made by Jeff Argo and seconded by Dana Dorn, passed.
yes: 5, no: 0, Absent: 1

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 Debra Schlake and seconded by Jared McKeever, passed.

yes: 5, no: 0, Absent: 1

IV.A.2. Lunch & Activity Claims

V. Support Service

V.A. Facility Update

John Eisenhower provided the school board with a written report on installing 2 new circuit boards on the electric bus, moving an old 12-rated passenger van to use for the lunch program, looking to auction off the old brown van, and having issues with one of our diesel buses.

Dr. Proski said that we are still waiting on quotes for the chiller replacement at the Jr./Sr. High School and for the condensing units replacement at the Elementary School. An engineer was recently out and he noted that both the chiller and the condensing units were all placed in the wrong area before, hence why the units have not been very energy efficient over the years. All 3 units will need to move locations before they are installed, or no warranty can be issued, and this will increase the cost of the overall project that plans to now occur over the summer months.

V.B. Personnel Items

Dr. Proski said that Kimberly Brown recently resigned as the head food service provider, and Naomi Pharr has just been hired to replace her. In addition, Bonnie Creek is going to serve as the assistant head food service provider. The district is in the process of hiring a full-time food service provider.

V.C. Technology Update

Dr. Proski went over the district's strategic plan for the acquisition of technology to improve student learning. Based on the district's strategic plan, the district will purchase 60 MacBook Airs and 7 iMacs.

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: current enrollment figures, safety drills with Gage County Deputies, Amazing Author putting on a show, textbook visits, Pioneer Day field trip, FFA students visiting the elementary school, field trip to Wymore fire hall,

WORDS training, first grade field trip, Red Ribbon Week (Is an alcohol, tobacco, smoking, and other drug and violence prevention awareness campaign observed annually in October), and FBLA students visiting the elementary school.

VI.C. Secondary Principal's Report

The secondary principal provided a written report on the following items: current enrollment figures, Homecoming King & Queen (Olive Sabey-Vogele & Cooper Warford), all spots being filled in the alternative school at ESU 5, college fairs and manufacturing day, all sophomores took the PreACT, junior will take the ASVAB test, Constitution Day, 8th & 12th grade students taking the civics portion of the naturalization assessment, Mrs. Clay preparing for the upcoming Puerto Rico trip in the summer of 2026, and having a 34% turn out rate for parent-teacher conferences.

VI.D. Superintendent's Report

Dr. Prosocki went over his contracted days for the third quarter and, he went over the DIBELS results for the beginning of the school year. Next, Dr. Prosocki went over a draft calendar for the 2025-2026 school year. He noted that Southern has to follow the Nebraska School Activities Association (NSAA) calendar in terms of start dates and end dates, so the district does not have a junior high track meet on graduation. Dr. Prosocki said the district has 17 extra days built into the calendar and Southern will have one less instruction day because of a needed in-service day to complete all of the required state and federal trainings. From here, Dr. Prosocki went over a report on all of the grants that have been written and received during the first quarter, and he went over a recent Rule 10 violation because 2 teachers submitted their teacher certification to the Nebraska Department of Education (NDE) before the due date, but the state did not process it in time. Lastly, Dr. Prosocki reminded the school board about his upcoming evaluation that will need to be completed at the November school board meeting.

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

VII.A. Resolution on School District Standards for Acceptance or Rejection of Option Enrollment Applications

Motion to approve the resolution on school district standards for acceptance or rejection of option enrollment applications. This motion, made by Jared McKeever and seconded by Debra Schlake, passed.

yes: 5, no: 0, Absent: 1

VII.B. Appoint Local Board NASB Delegate Assembly Representative

Motion to appoint Dana Dorn as the NASB delegate assembly representative. This motion, made by Debra Schlake and seconded by Jeff Argo, passed.

Betsy Frerichs: Absent, Dana Dorn: Abstain (With Conflict), Jeff Argo: yes, Jared McKeever: yes, Debra Schlake: yes, David Zimmerman: yes

yes: 4, no: 0, Absent: 1, Abstain (With Conflict): 1

VII.C. Policy 1003: Mission Statement

Motion to approve the update version of Policy 1003: Mission Statement. This motion, made by Dana Dorn and seconded by Debra Schlake, passed.
yes: 5, no: 0, Absent: 1

VII.D. Declare the 1999 Ford Van as Surplus for Immediate Sale or Disposal

Motion to declare the 1999 Ford van as surplus for immediate sale or disposal. This motion, made by Jared McKeever and seconded by Jeff Argo, passed.
yes: 5, no: 0, Absent: 1

Based on state law, the sale of school property has to be approved by a two-thirds vote of the board of education at a regular school board meeting.

VII.E. Option Enrollment Applications

VIII. Adjournment

Motion to adjourn the meeting at 8:14 p.m. This motion, made by Dana Dorn and seconded by Debra Schlake, passed.
yes: 5, no: 0, Absent: 1

The next Regular Board meeting is scheduled for 7:30 p.m., November 11, 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.



School Safety Audits and Conferences Personal Safety Seminars

5728 W. Scott Rd. Beatrice, NE 68310 Phone: 402-239-1985 bruce@langconsulting.com

October 6, 2024

Dear Dr. Proski

I would like to once again thank you for choosing Lang Safety Consulting for your annual safety audit. Southern public schools under your leadership have continued to make great strides to insure the safety of students and staff. Most notably this year are the improvements to the entrance of the Jr/Sr High building.

After reviewing your plans, policies and procedures, visiting with staff and touring both buildings, it is my opinion that Southern Public Schools meets the requirements of Rule #10, issued by the Nebraska Department of Education. As always, if you have any questions after reviewing this report don't hesitate to contact me.

Sincerely,


Bruce E. Lang

Lang Safety Consulting LLC.



School Safety Audits and Conferences Personal Safety Seminars

5728 W. Scott Rd. Beatrice, NE 68310 Phone: 402-239-1985

Wymore Southern Schools

2024/25

Safety Audit

Date 10-1-2024

On October 1, 2024, I met with Mr. Jeff Murphy to conduct the annual safety audit for Southern Public Schools. Southern Public Schools is in Southern Gage County. The district has two buildings, the Jr/Sr High building is in Wymore and the Elementary/Pre School is in Blue Springs. Neither community currently has a local law enforcement presence, which makes proper safety planning even more critical.

I reviewed the plans, policies and procedures of the district. In addition, I met with staff and toured both buildings. It is this auditor's opinion that Wymore Southern meets the requirements outlined in Rule #10, for school safety and security, by the Nebraska Department of Education.

The following are a few observations from each building and a comprehensive checklist completed following my review.

1. The district has a policy on bullying.
2. The district has a policy on dating violence.
3. The parent drop off is well marked and safe.
4. Student parking is plentiful.
5. The drop-off bus area is away from other traffic and flows well.
6. The district maintains a safety committee of key personnel both inside and outside the school district. The committee meets at least annually as required.
7. The Jr/Sr High has a robust camera system with storage capabilities of at least a week.

8. A new entrance was built, which transformed this area from a significant liability to a modern effective entry control point. Visitors are allowed access to the general population of the school only after being reviewed by office staff. The district should be commended for this improvement.
9. The district has adopted the Standard Response Protocol, (SRP). SRP signage can be seen in classrooms, and commons areas throughout the building. The district has a school resource officer one day per week. I would recommend tasking this officer with SRP training for students and staff. In addition to that, when a drill is conducted of one of the protocols take this opportunity to notify parents of the type of drill and what the correct terminology is for that situation. This can be helpful when the local social media rumor spreader, declares that your school was in lockdown, when in fact you were in a hold for a student sick in the hallway. Drills have been conducted for the SRP except for an evacuation/relocation which needs to be completed. Your emergency operation plan should also include instructions on how reunification could be completed.
10. Anonymous reporting is possible in the district.
11. Currently there is one student in a wheelchair. Plans have been developed for staff to move her down the stairs, should the use of the elevator not be possible.
12. A company is currently promoting a product which will develop floor plans of buildings in the district. These floor plans could then be provided to first responders in an emergency. Numerous districts I

review are considering this service. If funding is available, I can see a real benefit during an emergency.

13. Shatter resistant film has been added to outside windows, which provides an additional level of security.
14. Students enter through the activities entrance which is unlocked and monitored for a specific period. Students arriving late must then enter through the main office entrance. This system works well.
15. This building was rekeyed to increase accountability. A combination of keys and FOB's are utilized to grant different levels of access.
16. Building maintenance rooms must remain locked when not occupied. These rooms contain materials and equipment which could cause harm in the wrong hands.
17. It is best practice for vacant classrooms to be locked, this would include vacant shop classes.
18. The building has an automated lockdown recording which can be activated from the office. Technology is emerging which will allow this automated activation to be done from multiple locations throughout the building. Once this has been perfected, it will improve our ability to keep students safe from an intruder.



School Safety Audits and Conferences Personal Safety Seminars

5728 W. Scott Rd. Beatrice, NE 68310 Phone: 402-239-1985

Wymore Southern Elementary School

2024/25

Safety Audit

Date 10-1-2024

On October 1, 2024, I met with Mr. Hookstra to conduct the annual school safety audit. The elementary school is located in Blue Springs, a small community without its own law enforcement agency. This fact comes into play when making safety and security plans, as a law enforcement response could be several minutes away. Mr. Hookstra has a good handle on school safety and security, which is the first step in a school's safety. I have noted the districts compliance with Rule #10 requirements in the Jr/Sr High report. The elementary school shares this compliance. In addition, I made the following observations.

1. The entry control is excellent, with visitors routed through the office before allowing entry into the general population of the building. Appropriate signage is in place directing visitors to the entrance.
2. The bus drop off is separated from the parent drop off area. This provided a safe area for both.
3. Limited doors are open in the morning for entry. These doors are then secured, and entry is only allowed through the main entrance.
4. The PA system can be heard throughout the building and playground area. This PA system can be accessed from multiple locations in the building,
5. Mr. Hookstra should complete level one Incident Command Training. This training is accessible on-line and the Gage County Emergency Manager can assist with this.

6. The SRP is posted prominently throughout the building. Mr. Hookstra provides annual training on the roles and responsibilities of staff should an activation be warranted. All required drills have been conducted or are scheduled. I would recommend in future years that a lockdown drill be conducted within the first two weeks of school starting.
7. An evacuation and relocation drill was conducted with the assistance of the Gage County Sheriff's Department. This is commendable, many districts avoid this drill however, an evacuation/relocation situation is always possible.

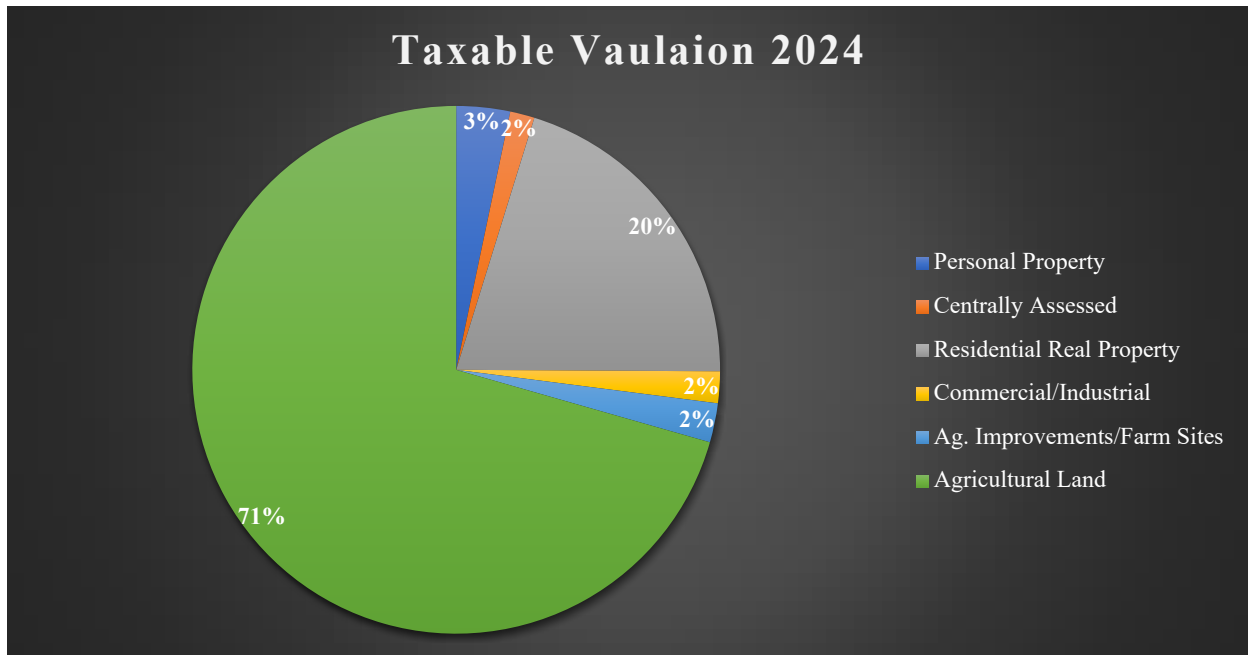
Adjusted/Taxable Valuation 2024

Category	Amount	% of Taxable Valuation
Personal Property	\$16,439,901	3.29%
Centrally Assessed	\$7,465,626	1.50%
Residential Real Property	\$101,329,951	20.30%
Commercial/Industrial	\$9,703,795	1.94%
Ag. Improvements/Farm sites	\$11,954,545	2.40%
Agricultural Land	\$352,266,201	70.57%
Total	\$499,160,019	100.00%

Source: Nebraska Department of Revenue Property Assessment Division – 2024 Certified School Adjustment Value Report.

Adjusted value or taxable valuation used in this table as it is used for tax setting purposes by the County Board of Equalization. Adjusted valuation is what the state uses in calculating state aid. For purpose of state aid, ag land is adjusted to 72% of actual value and all other real property is adjusted to 96% of actual value.

Category	Definition
Personal Property	Any depreciable business equipment, no vehicles. (e.g., Combine, tractor, office equipment, etc.)
Centrally Assessed	Any railroad or public service entity such as pipelines or telecommunication companies, etc.
Residential Real Property	Any residence within the district, including agriculture residences. (e.g., House, garage, lot, or farm home site land)
Commercial/Industrial	Any valuation of real property classified as commercial and/or industrial. (e.g., Commercial business, industrial manufacturing, etc.)
Ag. Improvements/Farm sites	Any agriculture buildings and farm site land. (e.g., Barns, grain bins, etc.)
Agricultural Land	Any land used for agriculture or horticultural purposes. (e.g., Cropland or pasture land)



Adjusted/Taxable Valuation History 2018-2024

Tax Year	Personal Property	Centrally Assessed	Residential Real Property	Commercial/Industrial	Ag. Improvements/ Farm sites	Agricultural Land	Total
2018	\$9,628,203	\$4,524,026	\$68,350,187	\$8,664,341	\$8,519,750	\$302,496,890	\$402,183,397
2019	\$10,098,154	\$4,711,526	\$69,653,029	\$8,806,032	\$9,295,225	\$289,453,922	\$392,017,888
2020	\$10,117,742	\$5,469,231	\$73,415,622	\$9,179,415	\$9,910,750	\$285,292,453	\$393,385,213
2021	\$10,992,323	\$7,268,774	\$75,400,831	\$9,207,835	\$10,646,195	\$281,238,081	\$394,754,039
2022	\$12,016,372	\$7,295,685	\$85,185,853	\$9,570,499	\$10,666,780	\$285,394,125	\$410,129,314
2023	\$15,022,289	\$7,360,770	\$97,442,508	\$9,238,351	\$11,208,910	\$296,908,942	\$437,181,770
2024	\$16,439,901	\$7,465,626	\$101,329,951	\$9,703,795	\$11,954,545	\$352,266,201	\$499,160,019

Assessed Valuation History 2018-2024

Tax Year	Gage County Valuation	% Change (Prior Year)	Pawnee County Valuation	% Change (Prior Year)	Overall Valuation	% Change (Prior Year)	\$ Change (Prior Year)
2018	\$399,062,663	0.003%	\$1,376,365	(4.84%)	\$400,439,028	0.003%	\$1,345,781
2019	\$382,188,694	(4.41%)	\$1,376,110	(.0018%)	\$383,564,804	(4.39%)	(\$16,874,224)
2020	\$378,656,597	(0.93%)	\$1,374,630	(0.10%)	\$380,031,227	(0.92%)	(\$3,533,577)
2021	\$387,897,024	2.44%	\$1,391,515	1.23%	\$389,288,539	2.43%	\$9,257,312
2022	\$399,748,194	3.05%	\$1,442,600	3.67%	\$401,190,794	3.05%	\$11,902,255
2023	\$433,936,240	8.55%	\$1,456,165	0.94%	\$435,392,405	8.52%	\$34,201,611
2024	\$489,589,626	12.82%	\$1,550,940	6.05%	\$491,140,566	12.80%	\$55,748,161



Superintendent Evaluation Domains

1. Communication
 - a. Communication with the Board
 - b. Communication with Staff
 - c. Communication with Students and Families
 - d. Communication with Community
2. Vision
 - a. Collaboration with the Board to Create a Clear Strategic Plan
 - b. Planning for Future Curriculum and Instructional Needs of the District
 - c. Planning for the Future Facilities Needs of the District
 - d. Planning for the Future Staffing Needs of the District
3. Administration
 - a. Budget and Finance
 - b. Facilitation of Efficient Board Meetings
 - c. HR Functions - Hiring, Retention, Evaluation, Improvement and Discipline of Staff
 - d. Policy Management - Reviewing, Updating and Implementing Board Policies
4. Leadership
 - a. Culture of District
 - b. Harmonious Relationship with Board
 - c. Integrity & Authenticity - Personally & Professionally
 - d. Leading Staff

Ratings Scale

1/2 = Unacceptable:

performance fails to meet the established standards in one or more critical respect

3/4 = Needs Improvement

sometimes performs at an acceptable level but he/she is not consistent and needs improvement to meet expectations consistently

5/6 = Satisfactory

meets all job requirements and is fully adequate for the job

7/8 = Good

frequently exceeds minimum acceptable standards

9/10 = Superior

Outstanding; consistently exceeds the board's expectations

Comments

Board members provide additional comments to the superintendent under each domain and also overall comments on performance at the conclusion of the instrument.

Self-Evaluation

The Superintendent will also evaluate himself/herself in each of the domains, and will have the ability to upload artifacts which demonstrate achievement or progress in mastery in each domain.

Documentation

A final evaluation report will be produced in a downloadable .pdf which will be provided to each board member and which will be maintained in the superintendent's personnel file.

Screen captures of the evaluation screen for each domain are attached below.

Communication

Below are aspects associated with the communication theme. Using the scale below, *(With 1 being Unacceptable and 10 being Superior)* please rate the superintendent on each of the aspects to the best of your ability.

**Communication
with Board**

Unacceptable		Needs Improvement		Satisfactory		Good		Superior	
1	2	3	4	5	6	7	8	9	10

**Communication
with Staff**

Unacceptable		Needs Improvement		Satisfactory		Good		Superior	
1	2	3	4	5	6	7	8	9	10

**Communication
with Students and
Families**

Unacceptable		Needs Improvement		Satisfactory		Good		Superior	
1	2	3	4	5	6	7	8	9	10

**Communication
with Community**

Unacceptable		Needs Improvement		Satisfactory		Good		Superior	
1	2	3	4	5	6	7	8	9	10

Vision

Below are aspects associated with the communication theme. Using the scale below, *(With 1 being Unacceptable and 10 being Superior)* please rate the superintendent on each of the aspects to the best of your ability.

Collaboration with the Board to Create a Clear Strategic Plan

Unacceptable	Needs Improvement		Satisfactory		Good		Superior		
1	2	3	4	5	6	7	8	9	10

Planning for Future Curriculum and Instructional Needs of the District

Unacceptable	Needs Improvement		Satisfactory		Good		Superior		
1	2	3	4	5	6	7	8	9	10

Planning for the Future Facilities Needs of the District

Unacceptable	Needs Improvement		Satisfactory		Good		Superior		
1	2	3	4	5	6	7	8	9	10

Planning for the Future Staffing Needs of the District

Unacceptable	Needs Improvement		Satisfactory		Good		Superior		
1	2	3	4	5	6	7	8	9	10

Administration of District

Below are aspects associated with the administration of district theme. Using the scale below, *(With 1 being Unacceptable and 10 being Superior)* please rate the superintendent on each of the aspects to the best of your ability.

Budget and Finance

Unacceptable		Needs Improvement		Satisfactory		Good		Superior	
1	2	3	4	5	6	7	8	9	10

Facilitation of Efficient Board Meetings

Unacceptable		Needs Improvement		Satisfactory		Good		Superior	
1	2	3	4	5	6	7	8	9	10

HR Functions - Hiring, Retention, Evaluation, Improvement and Discipline of Staff

Unacceptable		Needs Improvement		Satisfactory		Good		Superior	
1	2	3	4	5	6	7	8	9	10

Policy Management - Reviewing, Updating and Implementing Board Policies

Unacceptable		Needs Improvement		Satisfactory		Good		Superior	
1	2	3	4	5	6	7	8	9	10

Leadership

Below are aspects associated with the administration of district theme. Using the scale below, *(With 1 being Unacceptable and 10 being Superior)* please rate the superintendent on each of the aspects to the best of your ability.

Culture of District

Unacceptable		Needs Improvement		Satisfactory		Good		Superior	
1	2	3	4	5	6	7	8	9	10

Harmonious Relationship with Board

Unacceptable		Needs Improvement		Satisfactory		Good		Superior	
1	2	3	4	5	6	7	8	9	10

Integrity & Authenticity - Personally & Professionally

Unacceptable		Needs Improvement		Satisfactory		Good		Superior	
1	2	3	4	5	6	7	8	9	10

Leading Staff

Unacceptable		Needs Improvement		Satisfactory		Good		Superior	
1	2	3	4	5	6	7	8	9	10

Mission:

Southern School District; a small-school community with big opportunities, empowers and engages students in educational, extracurricular, and real world experiences that develop responsible, respectful, and productive citizens.

Motto:

The Southern School District... a small-school community with big opportunities.

Belief Statements:

We believe all staff and students have the right to a learning environment that is conducive to high student achievement by ensuring everyone is emotionally, socially, and physically safe.

We believe in fostering the growth of our students in a technological world by integrating the tools of today to prepare them for the future.

We believe in helping students learn the value of leadership and how to become independent, problem-solving thinkers in society.

We believe in stewarding a growth mindset by supporting staff and students in becoming lifelong learners.

We believe our staff are valuable role models that empower our students to become responsible, respectful, and safe citizens.



Southern School District

southernschools.org

2023-2029 Strategic Planning Team

Parents/Community Members

Sheri Yockel
Angie March
Lea Meece
Shelley Whitwer
Jodi Wegner
Ben Yockel
Larry Anderson
Diane Creek
Dell Michaelis
Melissa Wach
Dakota Hurley

School Board Members

Betsy Frerichs
Dana Dorn
Dave Zimmerman
Debbie Schlake
Jared McKeever

Administration

Dr. Chris Prosocki
Jeff Murphy
Kane Hookstra

Classified Staff

Dyan Allington
Cody Sabey
Dawn Rakes
Patty Novotny
John Eisenhauer

External Facilitators

Dr. Matt Dominy
Dr. Josh Fields

Teachers

Stephanie Ware
Jolene Bartels
Kylie Betten
Shannon Burgess
Dominique Clay
Josie Hulse
Jeff Tunink
Jamie Schluter
Taylor Landenberger
Pam Trauernicht

A special thank you to this team who gave several hours of their time to ensure we have the mission and plan that will drive our district forward. May you see your legacy in this plan.



**Southern
School District**

SOUTHERN SCHOOLS

115 South 11th Street
Wymore, NE 68466
Phone: 402-645-3326
Fax: 402-645-8049

Notice of Nondiscrimination: The school district does not discriminate on the basis of race, color, national origin, sex, disability, or age in its programs and activities and provides equal access to the Boy Scouts and other designated youth groups.



Strategic Plan

2024-2029



Strategy #1 - Communication

We will communicate the SPS story to engage stakeholders, current staff and attract new staff.

Specific Result #1 Develop a system to enhance the recruitment, hiring, and retention of quality staff members.

Specific Result #2 Develop and research various means of communication to foster parent and patron engagement.

Specific Result #3 Explore and research methods to expand transparency to the community.

Specific Result #4 Develop a branding strategy to promote the Southern Public Schools story.

Strategy #2 - Activity Engagement

We will get all students involved in activities and/or clubs in order to strengthen their character and leadership.

Specific Result #1 We will increase participation in activities in order to build student character and achievement.

Specific Result #2 We will strengthen school pride through increased student and community attendance at school activities by developing and hosting school events that entice family participation.

Specific Result #3 We will enhance and strengthen career exploration for K-12 students.

Strategy #3 - Mental Health/ Behavioral Health

We will research, design, and support the implementation of programs that develop physical, social, and emotional health in a secure and nurturing environment to encourage positive behavior and culture where all staff and students feel valued, known, supported and safe.

Specific Result #1 Develop and implement an MTSS-behavior plan.

Specific Result #2 Developing a systematic approach to addressing mental health of students and staff.

Specific Result #3 Explore the usage and dangers of using social media and phone use by students.

Specific Result #4 Develop strategies to address and prevent disruptive student behavior.

Strategy #4 - Facilities

We will provide facilities, infrastructure, and technology necessary to achieve our mission.

Specific Result #1 Evaluate current facility safety concerns and identify solutions and implement where possible.

Specific Result #2 Align resources, facilities, and technology strategically and equitably across the district to maximize and enhance the learning environment.

Specific Result #3 Provide facility upgrades that meet the educational, safety, and equity demands of our community.

Strategy #5 - Academics

We will implement research-based instruction, materials, and practices including effective professional development.

Specific Result #1 We will implement a systemic and systematic districtwide MTSS process in regards to core instruction.

Specific Result #2 We will implement a systemic and systematic districtwide MTSS process in regards to tier two intervention.

Specific Result #3 We will implement a systemic and systematic districtwide MTSS process in regards to tier three intervention.

Specific Result #4 Students will have a variety of learning experiences to increase engagement.

Specific Result #5 Enhance teacher collaboration between grade levels, subject areas and vertical teams to increase student achievement and professional development.



Parameters:

We will recruit, hire, and retain quality staff with high expectations for all students and who demonstrate Southern's core values and beliefs.

We will ensure open communication with district staff, patrons, and the community and provide opportunities to express ideas and concerns.

We will value staff input in decision-making for students' well-being, academics, and safety.

We will make decisions in the best interest of our students to provide a well-rounded education for each student through various curricular and extracurricular activities.

We strive to provide the resources and materials necessary for staff and students to be successful.

Objectives:

Facilities - All students will be provided a safe, maintained, and modern facility to support all academic and extracurricular endeavors.

Communication - Each student and family will be provided clear communication that will make each stakeholder feel valued and supported.

Activity Engagement - All students will be involved in activities or clubs beyond the classroom.

Mental Health - Each student will receive needed resources that ensure physical, mental, and emotional health supported by highly trained and caring staff members resulting in increased student growth.

Academics - All students will be provided high quality instruction and opportunities in a variety of subject matter.

Strategies:

Communication - We will communicate the SPS story to engage stakeholders, current staff and attract new staff.

Activity Engagement - We will get all students involved in activities and/or clubs in order to strengthen their character and leadership.

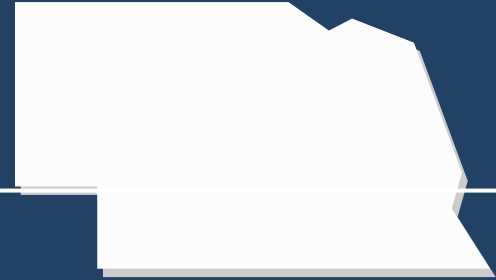
Mental Health/Behavioral Health - We will research, design, and support the implementation of programs that develop physical, social, and emotional health in a secure and nurturing environment to encourage positive behavior and culture where all staff and students feel valued, known, supported and safe.

Facilities - We will provide facilities, infrastructure, and technology necessary to achieve our mission.

Academics - We will implement research-based instruction, materials, and practices including effective professional development.

NASB

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Superintendent Evaluation – VIII

<u>Standard #3: Board Relations</u>	Meets Expectations	Needs Improvement	Not Applicable
1. Provides leadership to maintain the board's focus on student achievement.			
2. Attends and participates in all board meetings unless specifically excused by the board from its consideration of the superintendent's performance, contract, or salary.			
3. Develops in cooperation with the board president the agenda for each board meeting.			
4. Ensures that all board meetings are legally conducted and communicated to the public in accordance with the Nebraska Open Meetings Act.			
5. To the greatest extent possible, ensures that the board has adequate information and sufficient time to make critical decisions on behalf of the district.			
6. In cooperation with the board president, develops and maintains an annual board calendar that ensures timely consideration of: (a) routine matters requiring board approval, (b) follow-up reports requested by the board, (c) regular updates on district goals and the school improvement plan, (d) regular updates on student achievement data, and (e) continuous policy review.			
7. Ensures that administrative recommendations to the board identify: (a) the situation necessitating the recommendation, (b) how the recommendation relates to district and/or school improvement goals and district policies, (c) the options reviewed and the reason for selecting this recommendation, (d) the benefit that is expected to result from the implementation, (e) the personnel that will be involved in or affected by the implementation, (f) the immediate and long-term cost of the implementation (g) how the staff will measure the results of the implementation, and (g) how and when progress will be reported to the board (see AIM document for format).			
8. Using agreed-upon methods, communicates with the board between meetings to ensure that all members have current information about district issues and activities.			

Comments:

1. Areas for commendation

<u>Standard #7: Personal Qualities</u>	Meets Expectations	Needs Improvement	Not Applicable
1. Demonstrates ethical, trustworthy and professional behavior.			
2. Demonstrates values, beliefs, and attitudes that inspire others to higher levels of performance.			
3. Is cordial, patient, personable, and treats everyone fairly, equitably, and with dignity and respect.			
4. Expresses ideas in a logical, forthright, and professional manner.			
5. Possesses the health and energy necessary to fulfill his responsibilities.			

Comments:

1. Areas for Commendation

2. Areas for Improvement

SUPERINTENDENT EVALUATION: BOARD SUMMARY

Board President Signature

Date

Superintendent Signature

Date

SUPERINTENDENT GOALS FORM

Date of Adoption: _____

Review Period from _____ to _____

The signatures below indicate that the school board and superintendent have agreed on performance requirements for the superintendent, the indicators that the school board will examine to determine whether the superintendent has met each requirement, and the information the school board will need in order to measure performance.

Performance Goal #1: <i>(Goal Statement)</i>
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Indicators: *(The superintendent will ...)*

Evidence need to measure progress or achievement:

Board President Signature

Superintendent Signature

Date

Date