

MINUTES
BOARD OF EDUCATION

January 13, 2020

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

A. Roll Call

B. Notice of Nebraska Open Meetings Act Posted

II. Approval of Minutes from the December 9, 2019, Regular Board Meeting

Motion to approve the minutes from the December 9, 2020, Regular Board Meeting. This motion, made by Betsy Frerichs and seconded by Emily Shockley, passed.

Betsy Frerichs: yes, Angela Meyer: yes, Carol Pralle: yes, Emily Shockley: yes, David Zimmerman: yes, Jim Zvolanek: yes

yes: 6, no: 0

III. Communications, Audiences, and Recognitions

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: Item for Discussion, Consideration, and/or Action

A. Approval of Bills

Motion to approve the bills. This motion, made by Jim Zvolanek and seconded by Angela Meyer, passed.

Betsy Frerichs: yes, Angela Meyer: yes, Carol Pralle: yes, Emily Shockley: yes, David Zimmerman: yes, Jim Zvolanek: yes

yes: 6, no: 0

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

2. Lunch & Activity Claims

V. Support Service

A. Facility Update

B. Personnel Items

C. Technology Update

VI. Administrative and Committee Reports

A. Student Board Member Report

B. Elementary Principal's Report

C. Secondary Principal's Report

D. Superintendent's Report

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

A. Reorganization of the Southern School Board

1. Election of Officers

Motion to retain the respective positions on Southern Board of Education. This motion, made by Angela Meyer and seconded by Jim Zvolanek, passed.

Betsy Frerichs: yes, Angela Meyer: yes, Carol Pralle: yes, Emily Shockley: yes, David Zimmerman: yes, Jim Zvolanek: yes

yes: 6, no: 0

1. President

2. Vice-President

3. Secretary

B. Appointments

1. Appoint the District's Non-Discrimination Compliance Coordinator

Motion to appoint Christopher Prosocki as the district's non-discrimination compliance coordinator. This motion, made by Carol Pralle and seconded by Betsy Frerichs, passed.

Betsy Frerichs: yes, Angela Meyer: yes, Carol Pralle: yes, Emily Shockley: yes, David Zimmerman: yes, Jim Zvolanek: yes

yes: 6, no: 0

Motion to appoint Christopher Prosocki as the district's non-discrimination compliance coordinator. This motion, made by Carol Pralle and seconded by Betsy Frerichs, passed.

Betsy Frerichs: yes, Angela Meyer: yes, Carol Pralle: yes, Emily Shockley: yes, David Zimmerman: yes, Jim Zvolanek: yes

yes: 6, no: 0

2. Appoint the Treasurer

Motion to appoint Jane Mallam as the treasurer. This motion, made by Angela Meyer and seconded by Carol Pralle, passed.

Betsy Frerichs: yes, Angela Meyer: yes, Carol Pralle: yes, Emily Shockley: yes, David Zimmerman: yes, Jim Zvolanek: yes

yes: 6, no: 0

3. Authorized a Representative for State & Federal Programs

Motion to appoint Christopher Prosocki as the representative for state & federal programs. This motion, made by Emily Shockley and seconded by Angela Meyer, passed.

Betsy Frerichs: yes, Angela Meyer: yes, Carol Pralle: yes, Emily Shockley: yes, David Zimmerman: yes, Jim Zvolanek: yes

yes: 6, no: 0

C. Designate the Fund Depository for Southern Public Schools

Motion to designate Security First Bank of Blue Springs and Main Street Bank of Wymore as the depository for Southern Public Schools. This motion, made by Jim Zvolanek and seconded by Carol Pralle, passed.

Betsy Frerichs: yes, Angela Meyer: yes, Carol Pralle: yes, Emily Shockley: yes, David Zimmerman: yes, Jim Zvolanek: yes

yes: 6, no: 0

D. Designate the Legal Newspaper for Southern Public Schools

Motion to designate Wymore Arbor State as the legal newspaper for Southern Public Schools. This motion, made by Betsy Frerichs and seconded by Angela Meyer, passed.

Betsy Frerichs: yes, Angela Meyer: yes, Carol Pralle: yes, Emily Shockley: yes, David Zimmerman: yes, Jim Zvolanek: yes

yes: 6, no: 0

E. Designate the Legal Counsel for Southern Public Schools

Motion to designate KSB School Law as the legal counsel. This motion, made by Jim Zvolanek and seconded by Carol Pralle, passed.

Betsy Frerichs: yes, Angela Meyer: yes, Carol Pralle: yes, Emily Shockley: yes, David Zimmerman: yes, Jim Zvolanek: yes

yes: 6, no: 0

F. Designate the Method for Publicizing Meetings of the Southern Board of Education

Motion to publicize meeting of the Southern board of education in accordance with Policy 2008: Meetings. This motion, made by Carol Pralle and seconded by Betsy Frerichs, passed.

Betsy Frerichs: yes, Angela Meyer: yes, Carol Pralle: yes, Emily Shockley: yes, David Zimmerman: yes, Jim Zvolanek: yes

yes: 6, no: 0

G. Appoint School Board Standing Committees

Motion to retain the respective school board standing committees. This motion, made by David Zimmerman and seconded by Emily Shockley, passed.

Betsy Frerichs: yes, Angela Meyer: yes, Carol Pralle: yes, Emily Shockley: yes, David Zimmerman: yes, Jim Zvolanek: yes

yes: 6, no: 0

1. American Civics

2. Building & Grounds

3. Finance

4. Negotiations

5. Policy

6. Transportation

H. Policy Review - Policy 2006: Complaint Procedure & Policy 2012: Code of Ethics

I. Policy 5002.2: Elementary Class Sizes

Motion to table Policy 5002.2: Elementary Class Sizes. This motion, made by David Zimmerman and seconded by Emily Shockley, passed.

Betsy Frerichs: yes, Angela Meyer: yes, Carol Pralle: yes, Emily Shockley: yes, David Zimmerman: yes, Jim Zvolanek: yes

yes: 6, no: 0

J. Option Enrollment Applications

VIII. Adjournment

Motion to adjourn the meeting at 9:05 p.m. This motion, made by Angela Meyer and seconded by Jim Zvolanek, passed.

Betsy Frerichs: yes, Angela Meyer: yes, Carol Pralle: yes, Emily Shockley: yes, David Zimmerman: yes, Jim Zvolanek: 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

Notice of Regular Board Meeting
January 13, 2020, at 7:30 p.m.
Southern School District #1

Notice is hereby given of a meeting of the Board of Education, Southern School District #1 on January 13, 2020, at 7:30 p.m. at Southern Jr./Sr. High School Board Room in Wymore. A current agenda is also available at the office of the Superintendent.

I hereby certify that the above notice was posted in three public places as follows:

Southern Elementary School
Southern Jr./Sr. High School
U.S. Post Office in Wymore

- I. Call Meeting to Order
 - A. Roll Call
 - B. Notice of Nebraska Open Meetings Act Posted
- II. Approval of Minutes from the December 9, 2019, Regular Board Meeting
- III. Communications, Audiences, and Recognitions
 - 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: Item for Discussion, Consideration, and/or Action
 - A. Approval of Bills
 - B. General Fund, Special Building Fund, Depreciation Fund, and Qualified Capitol Purpose Undertaking Fund Claims
 - C. Lunch and Activity Claims
- V. Support Service
 - A. Facility Update
 - B. Personnel Item
 - C. Technology Update
- VI. Administrative and Committee Reports
 - A. Student Board Member Report
 - B. Elementary Principal's Report
 - C. Secondary Principal's Report
 - D. Superintendent's Report
- VII. Items for Discussion, Consideration, and/or Action
 - A. Reorganization of Southern School Board
 - B. Appoint the District's Non-Discrimination Compliance Coordinator, Appoint the Treasurer, & Authorized a Representative for State & Federal Programs
 - C. Designate the Fund Depository for Southern Public Schools
 - D. Designate the Legal Newspaper for Southern Public Schools
 - E. Designate the Legal Counsel for Southern Public Schools
 - F. Designate the Method for Publicizing Meetings of the Southern Board of Education
 - G. Appoint School Board Standing Committees
 - H. Policy Review – Policy 2006: Complaint Procedures & Policy 2012: Code of Ethics
 - I. Policy 5002.2: Elementary Class Sizes
 - J. Option Enrollment Applications
- VIII. Adjournment

The next Regular Board meeting is scheduled for 7:30 p.m., February 10, 2020, at Southern Jr./Sr. High School Board Room 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.

MINUTES
BOARD OF EDUCATION
December 9, 2019
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: Betsy Frerichs, Carol Pralle, Dave Zimmerman, Emily Shockley, and Jim Zvolanek. The following administrators were presents: Jerry Rempe, Jeff Murphy, & Christopher Prosocki. The following student board member was present: Aryel Lane.

Reasonable advance publicized notice of the meeting was given according to law by publishing, a designated method for giving notice of the school district. Reasonable advance notice was simultaneously given to board members and a copy of their acknowledgement 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.A.1. Excuse Angela Meyer

Motion to excuse Angela Meyer from the December board meeting. This motion, made by Emily Shockley and seconded by Carol Pralle, passed.

yes: 5, no: 0, Absent: 1

I.B. Notice of Nebraska Open Meetings Act Posted

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

II. Approval of Minutes from the November 11, 2019, Regular Board Meeting

Motion to approve minutes from the November 11, Regular Board Meeting. This motion, made by Jim Zvolanek and seconded by Betsy Frerichs, 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: Item for Discussion, Consideration, and/or Action

C.D. Bids for the month were as follows:

Security First Bank, Blue Springs Special Funds: 1.80%

Wymore State Bank, Special Funds: 1.88%

IV.A. Approval of Bills

Dr. Proski noted the district will need to borrow \$140,000 this month to make payroll. Last year, the district had to borrow \$150,000 in November and another \$150,000 in December or \$300,000 overall. He said the cash flow issue has gotten better this year as compared to the past four to five years.

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

Motion to approve General Fund, Special Building Fund, Depreciation Fund, and Qualified Capital Purpose Undertaking Fund Claims. This motion, made by Betsy Frerichs and seconded by Jim Zvolanek, passed.

yes: 5, no: 0, Absent: 1

IV.A.2. Lunch & Activity Claims

V. Support Service

V.A. Facility Update

John Linder provided the school board with a written report over aerating this fall, working with the architect to come up with a budget permitting press box, and looking to have the remote system to move the main basketball hoops up and down completed over Christmas break.

V.B. Personnel Items

Monica Ullman will be driving a part time route for the district and the district hopes to hire a new part time maintenance staff member in the coming weeks, pending a background check.

V.B.1. Hiring Recommendation

V.B.1.1. Brady Meyer - 1.0 FTE - Industrial Arts Teacher for the 2019-2020 School Year

Motion to approve Brady Meyer as the 1.0 FTE industrial arts teacher for the 2019-2020 school year. This motion, made by Carol Pralle and seconded by Emily Shockley, passed.

yes: 5, no: 0, Absent: 1

V.C. Technology Update

VI. Administrative and Committee Reports

VI.A. Student Board Member Report

The student board member reported on the following items: Play Production, winter seasons starting, Christmas concert and cake auction.

VI.B. Elementary Principal's Report

The elementary principal reported on the following items: current enrollment figures (3-year-old preschool = 8, 4-year-old preschool = 20, K = 26, 1st = 23, 2nd = 23, 3rd = 25, 4th = 19, 5th = 33, & 6th = 27), DIBELS testing in grades K-6, Christmas parties on 12/20, grade 4-6 vocal music program on 12/16, and current winter sports participants (Girls basketball = 13, boys basketball = 19, & wrestling = 7).

VI.C. Secondary Principal's Report

The secondary principal reported on the following items: current enrollment figures (7th = 31, 8th = 25, 9th = 31, 10th = 24, 11th = 25, 12th = 39), the last day of the quarter on 12/20, all the spots at the alternative school are filled, National Honor Society raising money for the Wymore Food Pantry, had an all school recognition assembly on 11/26, the drug dog conducted a sniff at the Jr./Sr. High School, ESU 5 has provided supplemental science curriculum for Southern staff to utilize, and the Show Choir, One Act, and Chamber Choir will be performing on 12/19.

VI.D. Superintendent's Report

Dr. Prosocki went over the 2018-2019 Annual Report, he noted that he will be serving on Thayer Central accreditation visit in March and leading DC West accreditation visit in February, and he gave the board an update of the 2020-2021 certificated staff salaries (He noted that staff salaries and benefits account for roughly 85% of Southern's total budget). Next, he went over the adverse effect that chronic absenteeism can have on student achievement (Missing more than 17.5 days for excused/unexcused absences & being suspended), he stated that Exmark is going to donate 3 welders to Southern, and he went over the January in-service agenda. During the January in-service, the district's staff will be taking part in an active shooter training put on by the Gage County Sheriff's Office and the Wymore Police Department. This will be the third active shooter training for staff in the past two years and every year the district conducts two active shooter training drills with students (Called lock-down drills), in addition to the other required safety exercises. Dr. Prosocki went over a recent publication regarding school spending in Nebraska that highlights the issues that schools face across the state, he provided the board with a three-year property tax comparison in Gage County and noted that Southern is the only district in Gage County that dropped their property tax request for two consecutive years, and he said the district will have their Rule 15 (English Learner) review this year from the Department of Education. Lastly, Dr. Prosocki reminded the board about the upcoming board dinner, Dr. Prosocki and Dave Zimmerman gave the board an update on the sessions they attended at the State Education Conference, and he said a Nebraska State School Board Association member will go over the results and give the board an update on the strategic planning process at 6:45 p.m. on January 13 before the regular board meeting.

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

VII.A. Approve the 2020-2021 Negotiated Agreement with Southern Education Association
Motion to approve the 2020-2021 negotiated agreement with Southern Education Association. This motion, made by Jim Zvolanek and seconded by Betsy Frerichs, passed.
yes: 5, no: 0, Absent: 1

For the 2020-2021 school year, teachers will receive a \$550 increase to the base salary and this represents a 4.00% increase from the 2019-2020 school year. In addition, the following items were also approved by the Southern Education Association and Board of Education: an Employee Assistance Program (EAP) was added to the negotiated agreement, split Dramatics and changed the name to match the NSAA terms (Play Production & Speech), changed the name of Musical/3 Act to School Play, and provided the Educators Health Alliance (EHA) dual choice option plans (Employees can pick from either the \$1,050 deductible plan or the \$3,600 deductible Health Savings Account [HSA] eligible plan).

VII.B. 2020-2021 District Calendar

Motion to approve the 2020-2021 District Calendar. This motion, made by Emily Shockley and seconded by Carol Pralle, passed.

yes: 5, no: 0, Absent: 1

VII.C. 2020-2021 Preschool Calendar

Motion to approve the 2020-2021 Preschool Calendar. This motion, made by Carol Pralle and seconded by Betsy Frerichs, passed.

yes: 5, no: 0, Absent: 1

VII.D. Adopt the Nebraska Social Studies Content Standards

Motion to adopt the Nebraska Social Studies Content Standards. This motion, made by Emily Shockley and seconded by Jim Zvolanek, passed.

yes: 5, no: 0, Absent: 1

On November 8, 2019, the Nebraska State Board of Education approved the Nebraska Social Studies Standards. School districts must, within a year, adopt mandated state standards or their own standards of equal or greater rigor. Only the standards mandated by Nebraska law must be adopted by school districts. The mandatory standards are in the content areas of reading and writing, mathematics, science, and social studies. Based on the district's strategic plan for the acquisition of textbooks, the social studies committee will be looking at new social studies textbooks for the 2021-2022 school year.

VII.E. Superintendent's Contract

Dr. Prosocki's current base salary ranks 9th out of 11 schools in the array and his total compensation ranks 10th out of 11 schools in the array. Dr. Prosocki's current base salary is \$6,068 below the midpoint and his total compensation is \$12,576 below the midpoint.

VII.E.1. Superintendent's Contract Extension

Motion to approve the superintendent's contract extension. This motion, made by Emily Shockley and seconded by Jim Zvolanek, passed.

yes: 5, no: 0, Absent: 1

Dr. Prosocki contract was extended through the 2021-2022 school year.

VII.E.2. Superintendent's Salary and Benefits

Motion to approve a 3% raise for the 2020-2021 school year. This motion, made by Jim Zvolanek and seconded by David Zimmerman, passed.

yes: 5, no: 0, Absent: 1

The school board gave Dr. Prosocki a 3% raise for the 2020-2021 school year and Dr. Prosocki's base salary for the 2020-2021 school year will be set at \$129,668.50.

VII.F. Option Enrollment Applications

VIII. Adjournment

Motion to adjourn the meeting at 9:04 p.m. This motion, made by Emily Shockley and seconded by Betsy Frerichs, passed.

yes: 5, no: 0, Absent: 1

The next Regular Board meeting is scheduled for 7:30 p.m., January 13, 2020, at Southern Jr./Sr. High School Board Room 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 stand and state your name.
- **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.

Amanda Moniz – Part Time Maintenance Staff Member

Hello, my name is Amanda Moniz. I grew up in Lincoln, Nebraska and graduated from Lincoln High School. I am a mother of one, and my hobbies include music and culinary arts. I am happy to be employed with Southern Public Schools.



Southern Public Schools Technology Rotation

Year of Implementation

- 2017-2018
 - Teacher/Counselor Laptops
 - 44 MacBook Airs Purchased
 - School Board Members
 - 6 iPads Purchased
- 2018-2019
 - Elementary School
 - 40 iPads Purchased
 - Jr./Sr. High School
 - 30 MacBook Airs Purchased
 - Principals/Technology Director
 - 3 MacBook Pros Purchased
- 2019-2020
 - Elementary School
 - 30 MacBook Airs Purchased
 - Jr./Sr. High School
 - 10 MacBook Airs Purchased
 - Library/Office Staff
 - 7 iMac Purchased (Move Extra iMacs to Kitchen Staff)
- 2020-2021
 - Elementary School
 - 25 MacBook Airs Purchased (For Elementary School Library Lab)
 - Jr./Sr. High School
 - 20 MacBook Airs Purchased (For Jr./Sr. High School Library Lab)
- 2021-2022
 - Teacher/Counselor Laptops
 - 44 MacBook Airs Purchased
 - School Board Members
 - 6 iPads Purchased
- 2022-2023
 - Elementary School
 - 40 iPads Purchased
 - Jr./Sr. High School
 - 30 MacBook Airs Purchased
 - Principals/Technology Director
 - 3 MacBook Pros Purchased
- 2023-2024
 - Elementary School
 - 30 MacBook Airs Purchased
 - Jr./Sr. High School
 - 10 MacBook Airs Purchased
 - Library/Office Staff
 - 7 iMac Purchased (Move Extra iMacs to Kitchen Staff)
- **Other Items That Need Addressed**
 - Elementary Lab?
 - Jr./Sr. High School Labs?
 - Preschool Technology Items?

In Nebraska, school board election procedures vary depending on school district classification. Under Nebraska Revised Statute §79-102, Nebraska's public schools are classified as follows:

- Class II – any district embracing territory having a population of 1,000 inhabitants or less that maintains both elementary and high school grades under the direction of a single board. [§79-102(2)]
- Class III - any district embracing territory having a population of more than 1,000 and less than 150,000 inhabitants that maintains both elementary and high school grades under the direction of a single school board. [§79-102(3)]
- Class IV - any district embracing territory having a population of 100,000 or more inhabitants with a city of the primary class within the territory of the district that maintains both elementary and high school grades under the direction of a single school board. [§79-102(4)]
- Class V - any district whose employees participate in a retirement system established pursuant to the Class V School Employees Retirement Act and which embraces territory having a city of the metropolitan class within the territory of the district that maintains both elementary grades and high school grades under the direction of a single school board and any school district with territory in a city of the metropolitan class created pursuant to the Learning Community Reorganization Act and designated as a Class V school district in the reorganization plan. [§79-102(5)]

What Do I Need to Know?

Contact your local school district or ESU office to inquire about the availability of all forms necessary to file for office.

Class II Districts:

- 5 to 9 members on board [§79-550]
- 4-year terms (in most circumstances) [§32-542(2)]
- The school board must notify the Secretary of State, county clerk, or election commissioner of offices to be filled, term, vacancies, votes to cast, and filing deadlines for each office by January 6, 2020 [§32-404 and §32-601]
- Election of members only at Statewide General Election (November 3, 2020)
- Incumbents must file for office by July 15, 2020
- Non-Incumbents must file for office by August 3, 2020

Class III Districts:

(Except Westside Community Schools)

- 5 to 9 members on board [§79-549 or §79-550]
- The school board must notify the Secretary of State, county clerk, or election commissioner of offices to be filled, term, vacancies, votes to cast, and filing deadlines for each office by January 6, 2020. [§32-404 and §32-601]

Important Dates

December 2, 2019

First day an individual may file for office to have their name placed on the ballot as a candidate at the 2020 election. (§32-606)

January 6, 2020

Last day for political subdivisions [the school board] to notify the Secretary of State, county clerks or election commissioners of offices to be filled, terms, vacancies, votes to cast, and filing deadlines for each office. (§32-404 and §32-601)

February 18, 2020

Last day for **incumbents** (any current office holder) to file for office on the primary ballot. (§32-606)

March 2, 2020

Last day for **non-incumbents** (new filers) to file for office on primary election. (§32-606)

May 12, 2020

Statewide Primary Election (§32-401)

June 15, 2020

ESUs holding elections in conjunction with the statewide general election must notify the Secretary of State, county clerks or election commissioners of offices to be filled, terms, vacancies, votes to cast, and filing deadlines for each office. (§32-404 and §32-601)

July 2020

NASB Candidate Seminar

The Board Leadership staff will present this free seminar that provides an overview of the roles and responsibilities of board members. Watch for more information at www.NASBonline.org

July 15, 2020

Last day for **incumbents** (any current office holder) not on the Primary Ballot to file. (§32-606) educational service unit board members; class II schools.

August 3, 2020

Last day for **non-incumbents** (new filers) to file for office. (§32-606) educational service unit board members; class II schools.

November 3, 2020

Statewide General Election §32-403

- Board members are nominated at the Statewide Primary Election (May 12, 2020) and elected at the Statewide General Election (November 3, 2020)
- Incumbents must file for office by February 18, 2020.
- Non-Incumbents must file for office by March 2, 2020

Westside Community Schools:

- 6-member board
- Nominated by caucus
- Elected at the Statewide Primary Election
- Two members elected at each election for six-year terms [§32-543(1)]

Class IV Districts:

- Board members nominated and elected by city council district and at the same time as city council members are elected [§32-544]
- Board members serve 4-year terms [§32-544]
- The school board must notify the Secretary of State, county clerk, or election commissioner of offices to be filled, term, vacancies, votes to cast, and filing deadlines for each office by January 6, 2020 [§32-404 and §32-601]
- Board members are nominated at the Statewide Primary Election (May 12, 2020) and elected at the Statewide General Election (November 3, 2020)
- Incumbents must file for office by February 18, 2020
- Non-Incumbents must file for office by March 2, 2020

Class V Districts:

- One member elected from each of 9 districts [§32-552]
- The school board must notify the Secretary of State, county clerk, or election commissioner of offices to be filled, term, vacancies, votes to cast, and filing deadlines for each office by January 6, 2020 [§32-404 and §32-601]
- Board members are nominated at the Statewide Primary Election (May 12, 2020) and elected at the Statewide General Election (November 3, 2020)
- Incumbents must file for office by February 18, 2020.
- Non-Incumbents must file for office by March 2, 2020

Educational Service Units:

- The number of board members and the district each member represents vary for ESUs and are dependent on factors outlined in §79-1217.
- The ESU board must notify the Secretary of State, County Clerk, or Election Commissioner of offices to be filled, term, vacancies, votes to cast, and filing deadlines for each office by June 15, 2020. [§32-404 and §32-601]
- Election of members only at Statewide General Election (November 3, 2020)
- Incumbents must file for office by July 15, 2020.
- Non-Incumbents must file for office by August 3, 2020.

For Additional Election Information

Please see the Nebraska Secretary of State website for

Filing dates and deadlines: www.sos.ne.gov/elec/genvoterinfo.html

Candidates information: <http://www.sos.ne.gov/elec/candidateinfo.html>

Local county clerk's office/ election commissioner: <http://www.sos.ne.gov/elec/clerks.html>

11.21.19

2019 State Education Conference



The mission of the Nebraska Council of School Administrators is to be a leader for quality education that results in learning for all children/youth and to enhance the professionalism of its members.

NCSA AMBASSADOR PROGRAM



DR. KEITH ROHWER

KYLE MCGOWAN

DR. CINDE WENDELL



PROMOTING OUR
PUBLIC SCHOOLS



STORY
COLLECTION



PRESENTATIONS



FILM
SCREENINGS



NE PS

Nebraska Loves Public Schools

FILMS



PROMOTING OUR
PUBLIC SCHOOLS



STORY
COLLECTION



— NEBRASKA —
PUBLIC SCHOOL
— ADVANTAGE —

WRITTEN
STORIES



PRESENTATIONS



FILM
SCREENINGS



I ❤️ PUBLIC
SCHOOLS

“Seeds of Hope”

“The Mind Inside”
Episodes 1 and 2



Let's consider the
facts...





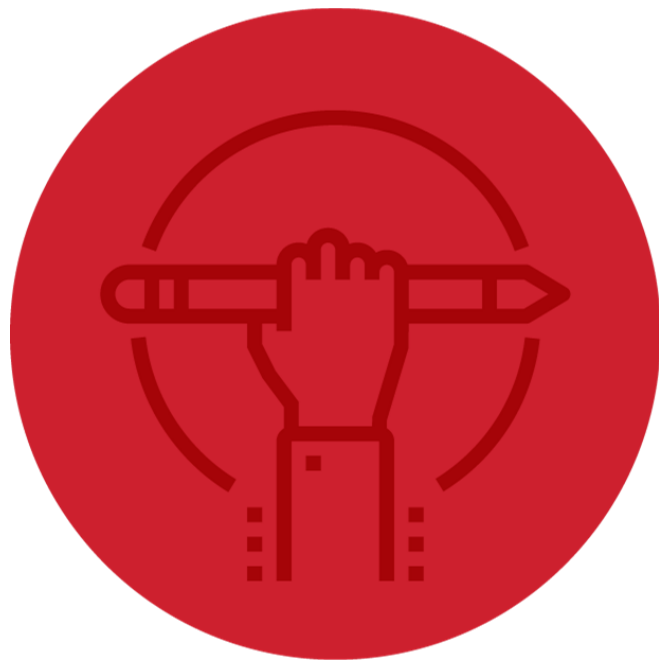
NEBRASKA HAS THE **#1** EARLY EDUCATION SYSTEM IN THE NATION

Wallethub



NEBRASKA RANKS **#1** IN THE NATION IN ITS COMMITMENT TO PUBLIC EDUCATION

Schott Foundation





NEBRASKA HAS THE #4 HIGHEST GRADUATION RATE IN THE NATION

America's Health Rankings



NEBRASKA IS THE **#6** BEST STATE FOR EDUCATION IN BEST STATES RANKING

U.S. News & World Report





NEBRASKA RANKS **#6** BEST STATE FOR EDUCATION IN TOP STATES FOR BUSINESS

America's Top States for Business

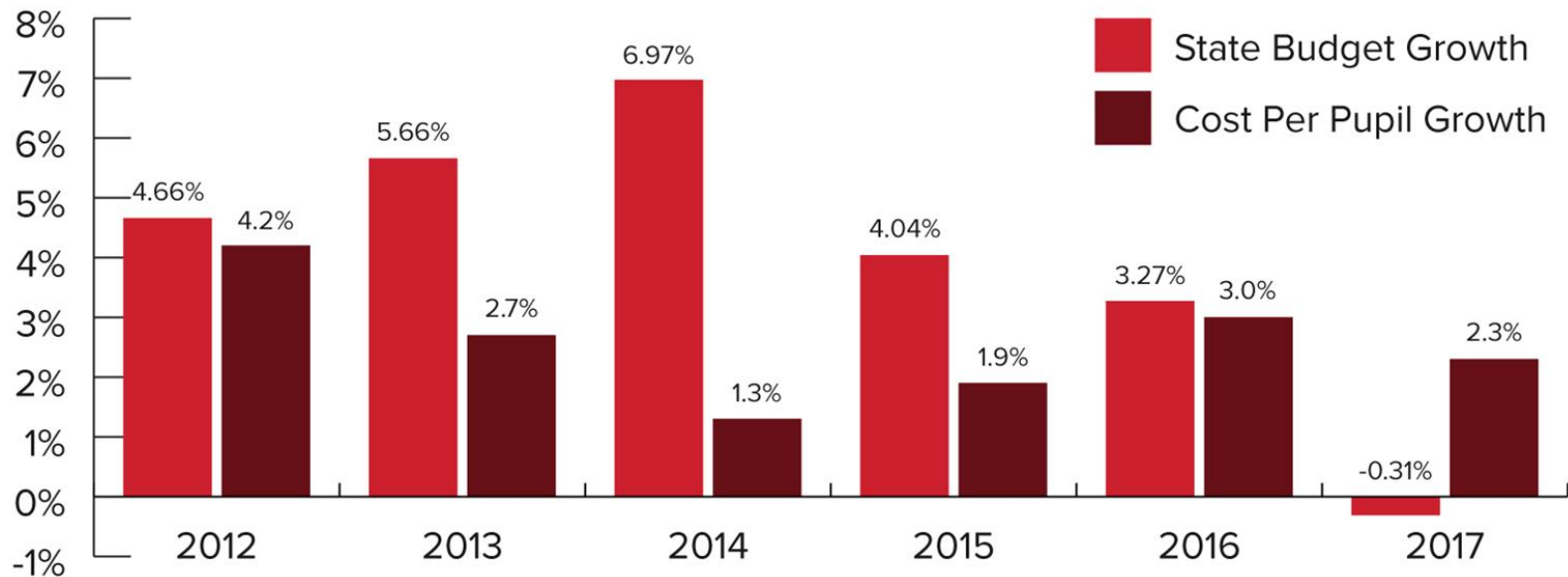


NEBRASKA IS THE **#8** BEST SCHOOL SYSTEM IN THE NATION

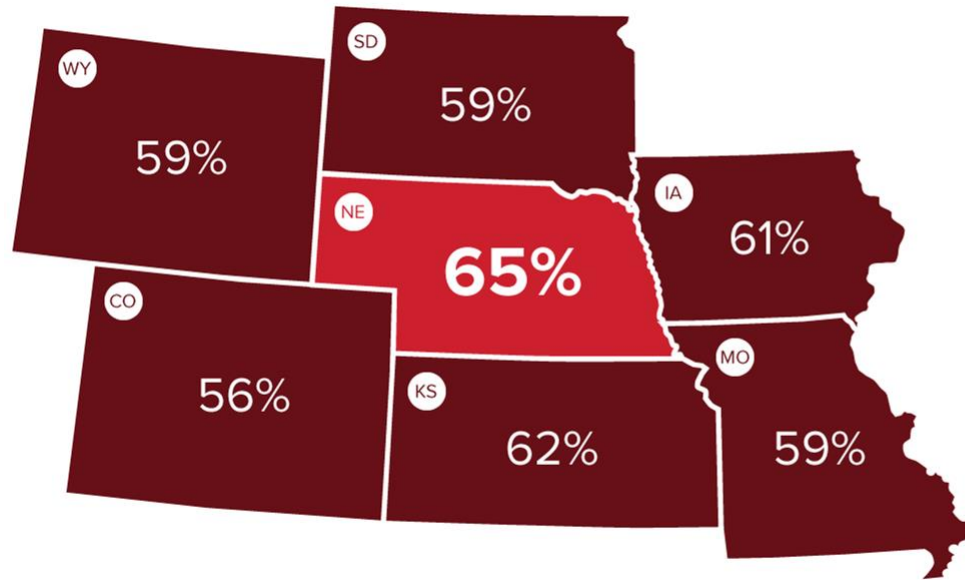
U.S. News & World Report



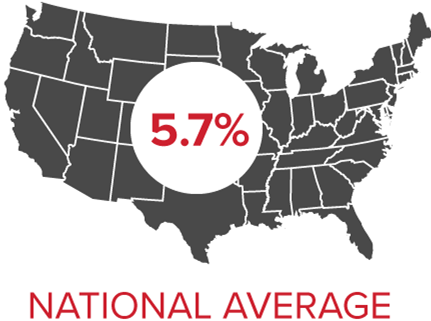
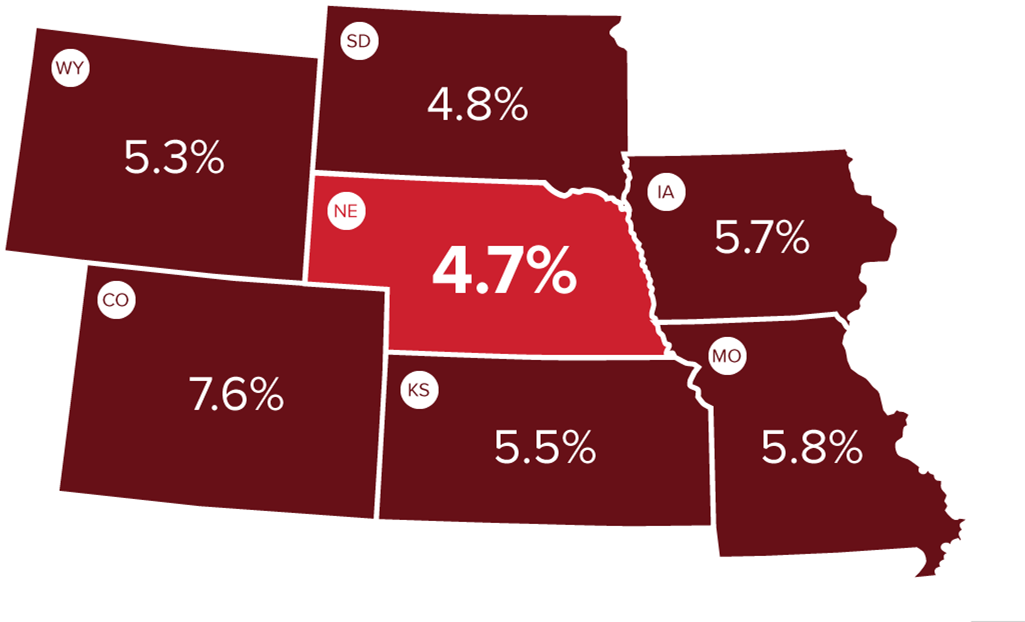
NE STATE BUDGET VS. SCHOOL SPENDING



NE CLASSROOM SPENDING VS. NEIGHBORING STATES



NE ADMINISTRATIVE SPENDING VS. NEIGHBORING STATES





Compared to 15 states where 100% of graduates took the ACT,

NEBRASKA RANKS

#3 IN STUDENTS MEETING SCIENCE AND READING BENCHMARKS

#4 IN STUDENTS MEETING ENGLISH AND MATH BENCHMARKS

What do you see as some of the current challenges in public school education?
What are the critics saying about our work in public school education? How do we respond to those critics?



Mental Health
Family Structure
School Safety
Finance / School Budget
Student Achievement
Poverty



**In the absence of knowledge
people make up their own**

Dr. Joe Sanfelippo



How do we advocate for our schools?

How do we advocate for our staff?

What is the message we want to send?

What is the importance of gratitude in advocacy?



**The facts are important,
but stories drive the
movement...**





Tyler Dahlgren

Communication
Specialist





**Since October 2016,
we have told over 170
stories from nearly 150
school districts in
Nebraska.**





@NEAdvantage



@NCSAKeith



@NCSAKyle



@NCSACinde





Visit the website today!

www.nebraska-advantage.org





Tyler Dahlgren

Communication
Specialist



Let's help people stop thinking of school as something we pay for.

And start thinking of school as something we invest in.

Dr. Joe Sanfelippo



In Nebraska's Public Schools...

**HAPPENING
EVERY DAY..**



NCSA

**Nebraska Council of
School Administrators**



— NEBRASKA —
PUBLIC SCHOOL
— ADVANTAGE —

NE ♥ PS

nebraska loves public schools

**I ♥ PUBLIC
SCHOOLS**



Nebraska Council
of School Administrators



1

About OpenSky Policy Institute

The best choices are informed choices. At OpenSky, we work to make sure lawmakers and other leaders have quality data and research to make decisions that help our communities thrive.

We are **non-partisan** and focus on **tax, budget, and education finance** policy in Nebraska.

The bottom of the slide features the Open Sky Policy Institute logo on the left and the tagline 'Clear thinking for a stronger Nebraska' on the right, both in blue text. The slide is framed by blue geometric shapes on the left and right sides.

2

Today's Presentation

- Nebraska budget and tax basics
- Tax policy discussions in 2020

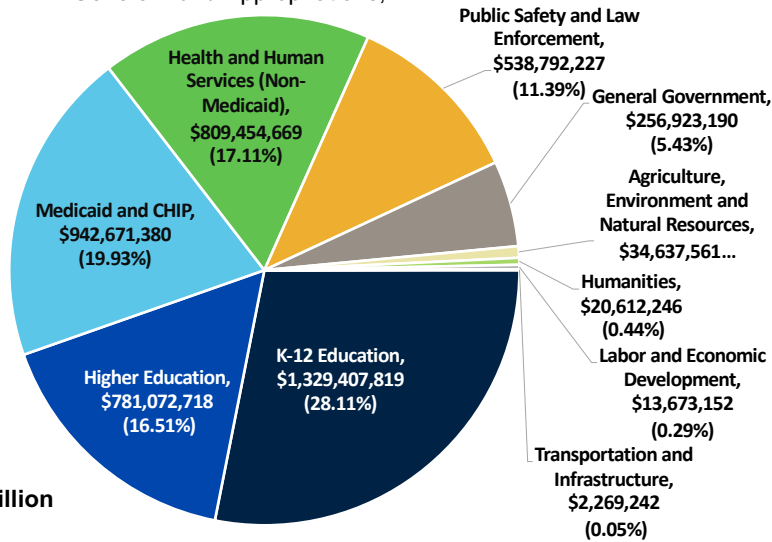


Clear thinking for a stronger Nebraska

3

Education, Health Care Top Spending

General Fund Appropriations, FY21



Total: \$4.729 billion

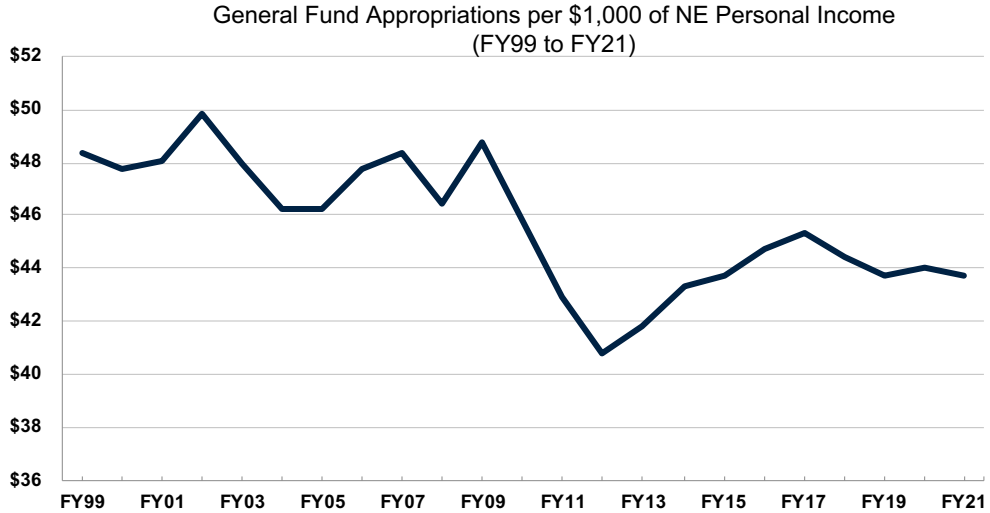
Note: Percentages do not sum to 100 due to rounding.
Sources: Biennial Budget as Enacted in the 106th Legislature First Session, August 2019.



Clear thinking for a stronger Nebraska

4

Budget Proposal Keeps Budget Relatively Flat as a Share of the Economy



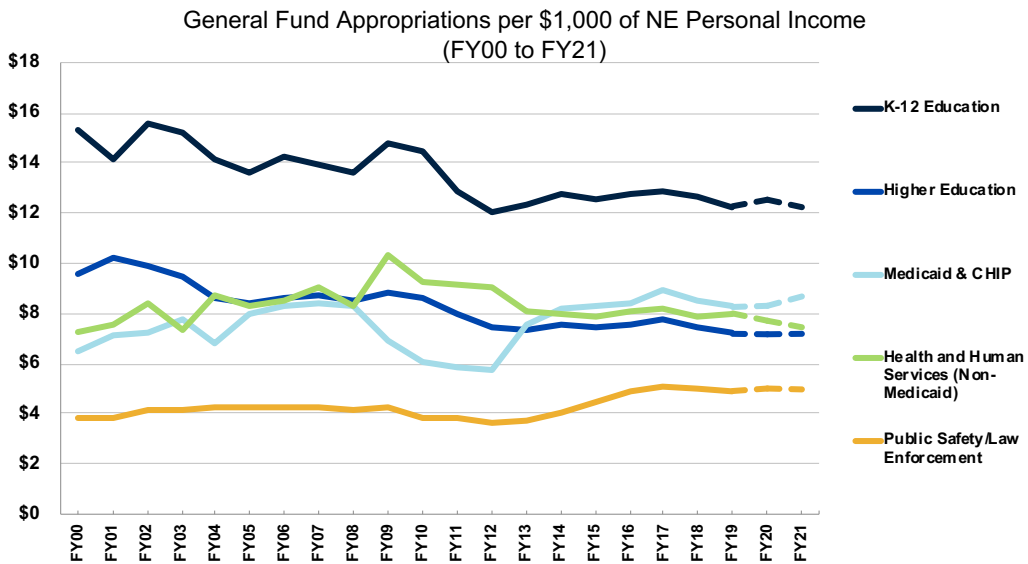
Source: Legislative Fiscal Office, Appropriations Committee Biennial Budget, Executive Budget in Brief.



Clear thinking for a stronger Nebraska

5

Appropriations Trends in Major Budget Areas



Note: Dashed line represents FY2019-FY 2021 Biennial Budget.
Sources: Legislative Fiscal Office, US Bureau of Economic Analysis, Appropriations Committee.



Clear thinking for a stronger Nebraska

6

NE not a High Tax or Spending State

2017 Rankings (U.S. Census Bureau)	Per Capita	Per \$1k of Personal Income	Per \$1k GDP
State & Local Taxes	16 th	17 th	29 th
State & Local Spending (Direct Expenditures)	23 th	29 th	37 th
Individual Income Tax	22 nd	25 th	29 th
Corporate Income Tax	17 th	22 nd	28 th
Sales Tax	21 st	25 th	27 th
Property Tax	13 th	11 th	13 th



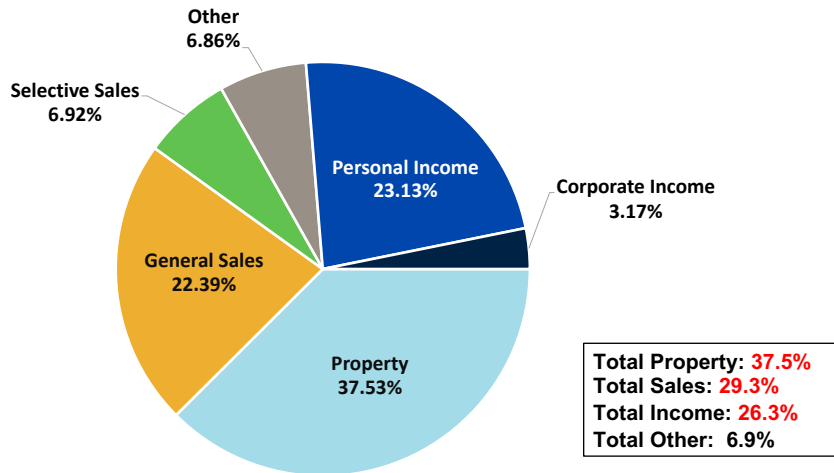
Source: US Census Bureau 2017 Census of State and Local Government Finances; US Bureau of Economic Analysis.

Clear thinking for a stronger Nebraska

7

Nebraska's Three-Legged Stool

State and Local Taxes by Type, 2016



Source: US Census Bureau, 2016 Annual Survey of State and Local Government Finances.

Clear thinking for a stronger Nebraska

8

Balancing the 3-Legged Stool

State and Local Taxes			
	% Actual (2016)	% - Balanced	Difference
Property	37.5%	31.05%	-\$629M
Sales (Includes General + Selective)	29.3%	31.05%	+\$169M
Income (Includes Personal + Corporate)	26.3%	31.05%	+\$461M
Other	6.9%	6.85%	\$0

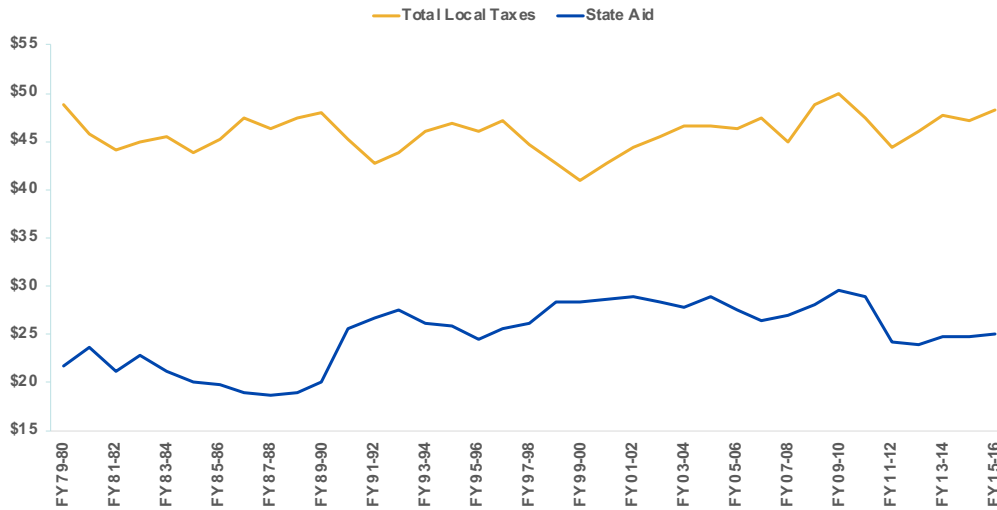


Clear thinking for a stronger Nebraska

9

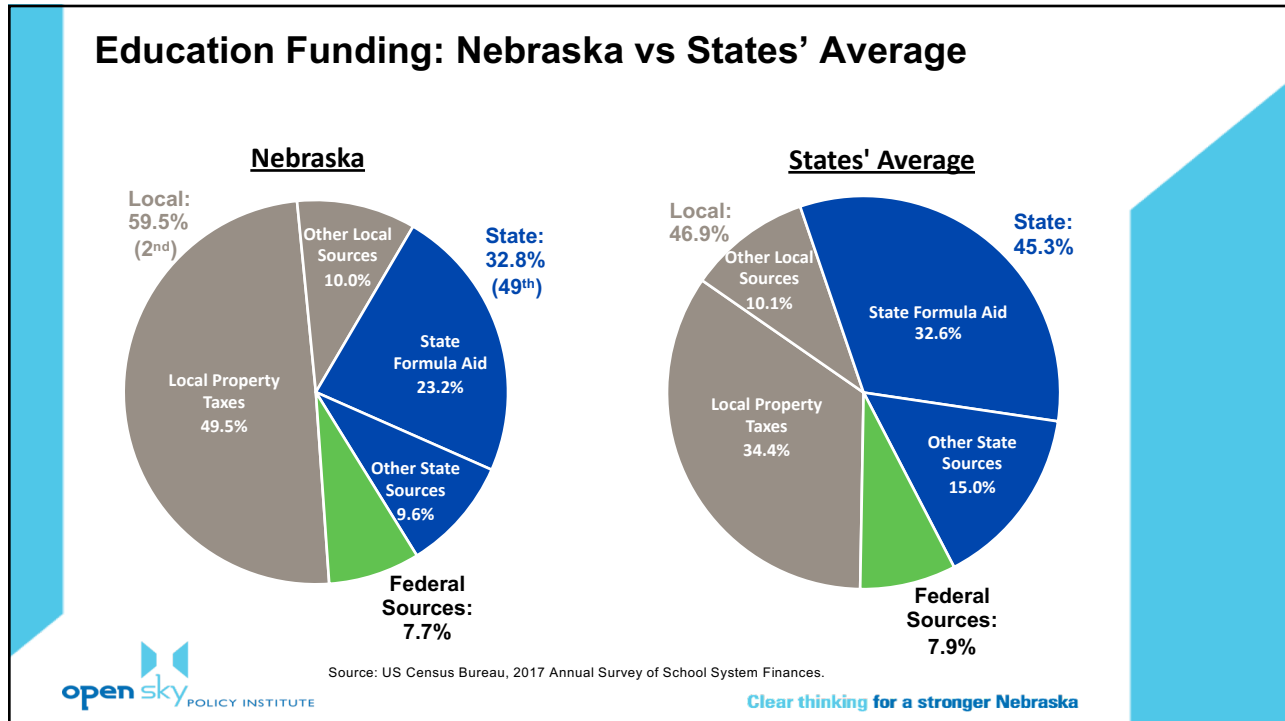
State Aid and Local Taxes Have Mirrored Each Other

Aid and Taxes per \$1,000 of Nebraska Personal Income



Clear thinking for a stronger Nebraska

10



11

Revenue Challenges

- Ag economy/tariffs
- Flooding/disaster recovery
- Tax changes since 2006
 - **\$913 million** reduced revenue in FY20
- Base issues
 - Services, other exemptions
- Revenue fluctuations due to federal tax changes

open sky POLICY INSTITUTE

Clear thinking for a stronger Nebraska

12

Revenue Situation

- Current biennium projected surplus of \$126m
- Outyear biennium projected surplus of \$403.7m
 - (but if \$100m of current year PS is appropriated, leaves \$303.7m in outyear biennium)

According to LFO:

- \$100m in FY21
- \$100m in FY22
- \$100m in FY23
- (or avg. \$135m each of 3 years)
- It does not compound- \$300m over 3 years, not \$600m over 3 years
- See line 36 of GF financial status
- CR may have 12% or \$616m at end of FY21

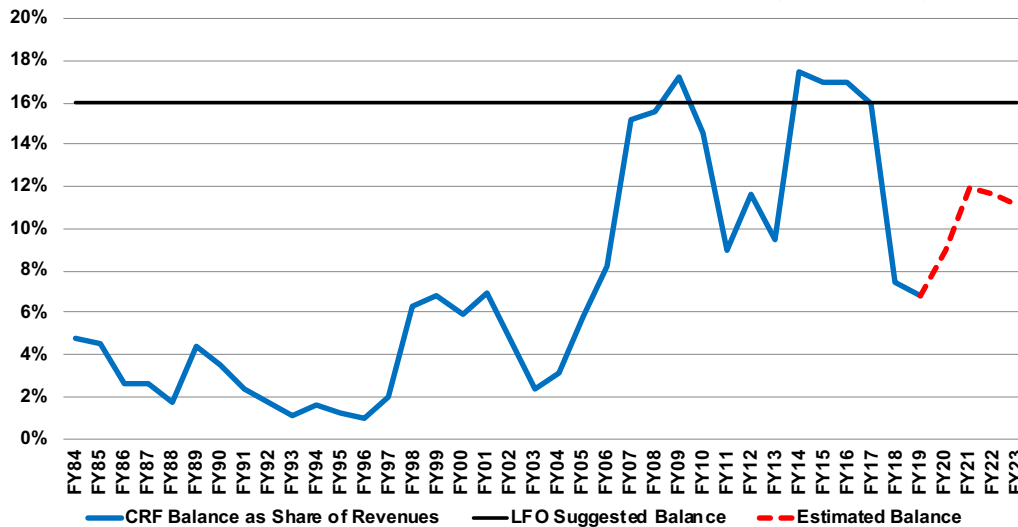


Clear thinking for a stronger Nebraska

13

Rainy Day Fund Departing from a Healthy Balance

Cash Reserve Fund Balance as Share of General Fund Receipts (FY84 to FY22)



Source: Legislative Fiscal Office, Tax Rate Review Committee Summary and Biennial Budget



Clear thinking for a stronger Nebraska

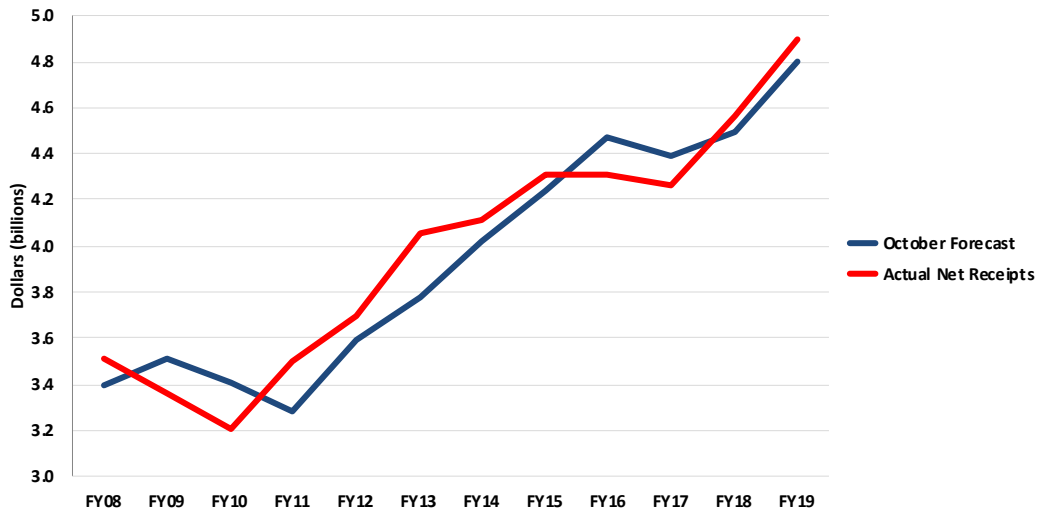
14

However...

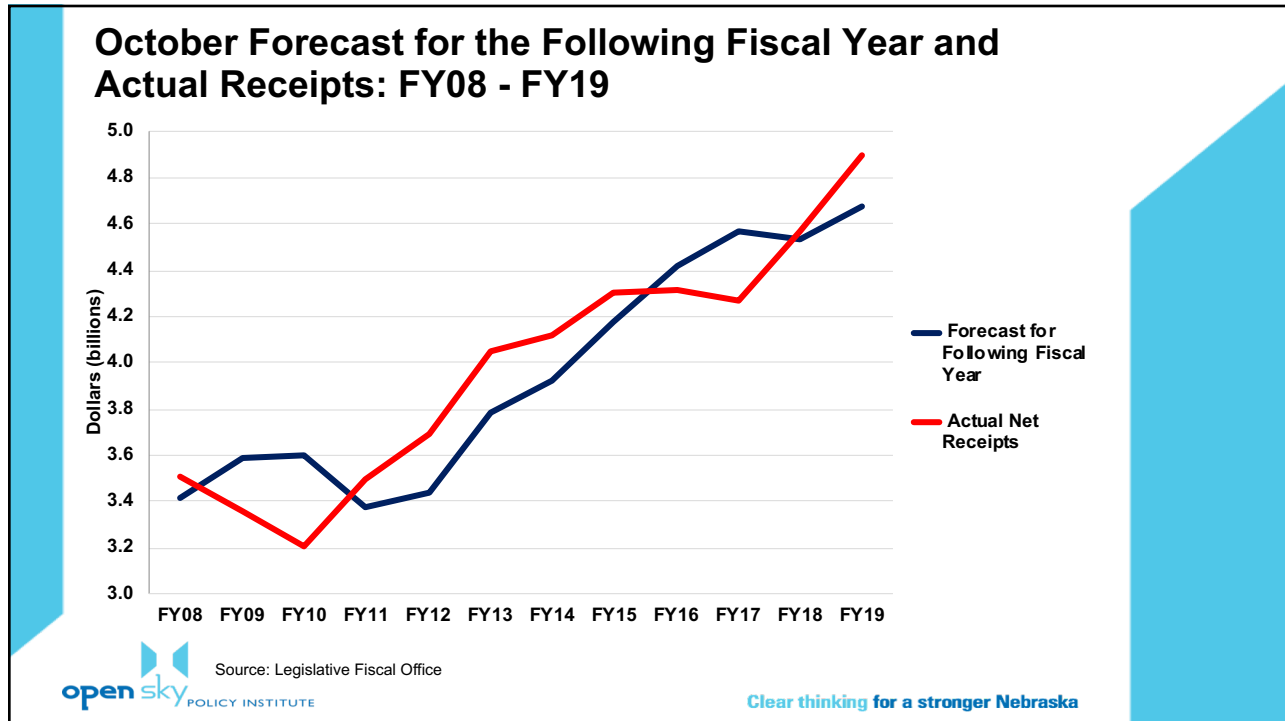
- Assumes \$80m savings in child welfare
- Assumes TEEOSA has 2.8% growth (OPS .5%)
- Assumes funding for corrections at 2.5 growth
- Built on projected revenue growth
- AND a possible recession isn't built into the forecast

15

October Forecast for the Current Fiscal Year and Actual Receipts: FY08 - FY19



16



17

Main Tax Discussions in 2020

1. Property tax reductions/reform & eliminating tax expenditures
 - increase ed funding vs. PTCP vs. sales tax rate reduction
2. Tax incentives

open sky POLICY INSTITUTE

Clear thinking for a stronger Nebraska

18

Property Tax Discussions in 2020

Option #1 (Revenue Committee)

- Lower ag land to 55% (in and outside TEEEOA) starting FY21 for k-12 only
- Lower residential/commercial (in and outside TEEEOA formula) starting FY22
- Balance of \$100m in year 1 of projected revenue growth to provide for
- Foundation aid or basic needs and counts as a resource.
- \$100m in FY21 and increases in cost over time*
- Spending restrictions still on the table but not yet decided

Option #2

- Increase allocated income tax (AIT) from 2.23% to 20% (cost of \$80 million)
- Lower ag valuation to 65%
- Uses all \$100m/year of projected revenue growth

Option #3

- Wants to get PTCP to \$575m
- Uses all \$100m/year of projected revenue growth*
- *Some talk about using more than \$100m per year
- All new revenue appears to be off the table

Potential 2020 Ballot Initiative

- Would create a refundable income tax credit equal to 35% of property taxes paid
- Would cost approximately \$1.5B or 32% of the general fund budget
- **Would require increases in other taxes and fees or force deep cuts in state funding for health care, public schools and roads**

Main Tax Discussions in 2020

1. Property tax reductions/reform & eliminating tax expenditures
 - increase ed funding vs. PTCP vs. sales tax rate reduction
2. Tax incentives

21

History of Nebraska's Tax Incentives

- LB 775 passed in 1987
- LB 312 (Nebraska Advantage) passed in 2005
- **LB 720...**
- All have similar structure
- No "but for" requirements
- Long "tails"
- Contribute to revenue volatility

22

Effects on State Revenue

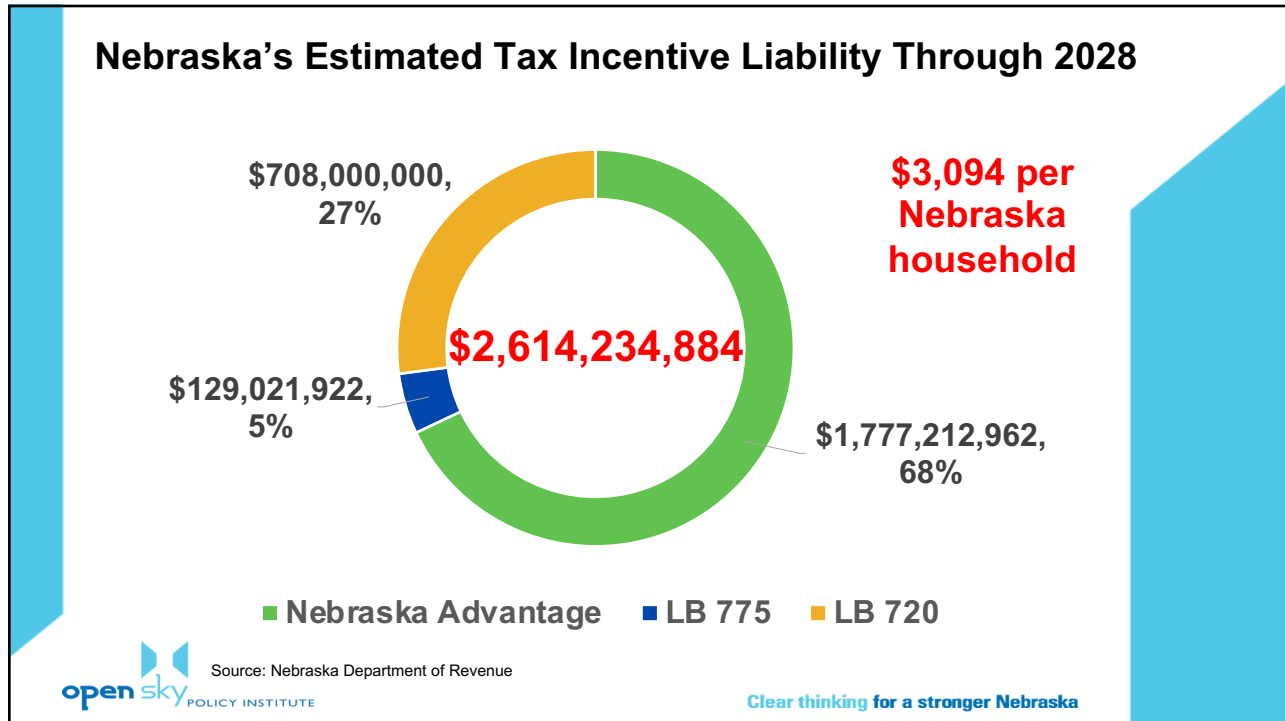
- LB 775 and Nebraska Advantage reduced revenue over **\$4 billion**
- *With economic gain factored in:*
 - LB 775 net revenue loss of over \$2 billion in 2025
 - Nebraska Advantage net revenue loss of over \$1.5 billion in 2028
- Nebraska Advantage:
 - Pays until 2040 or 2050
 - Significantly greater revenue reducer than LB 775

23

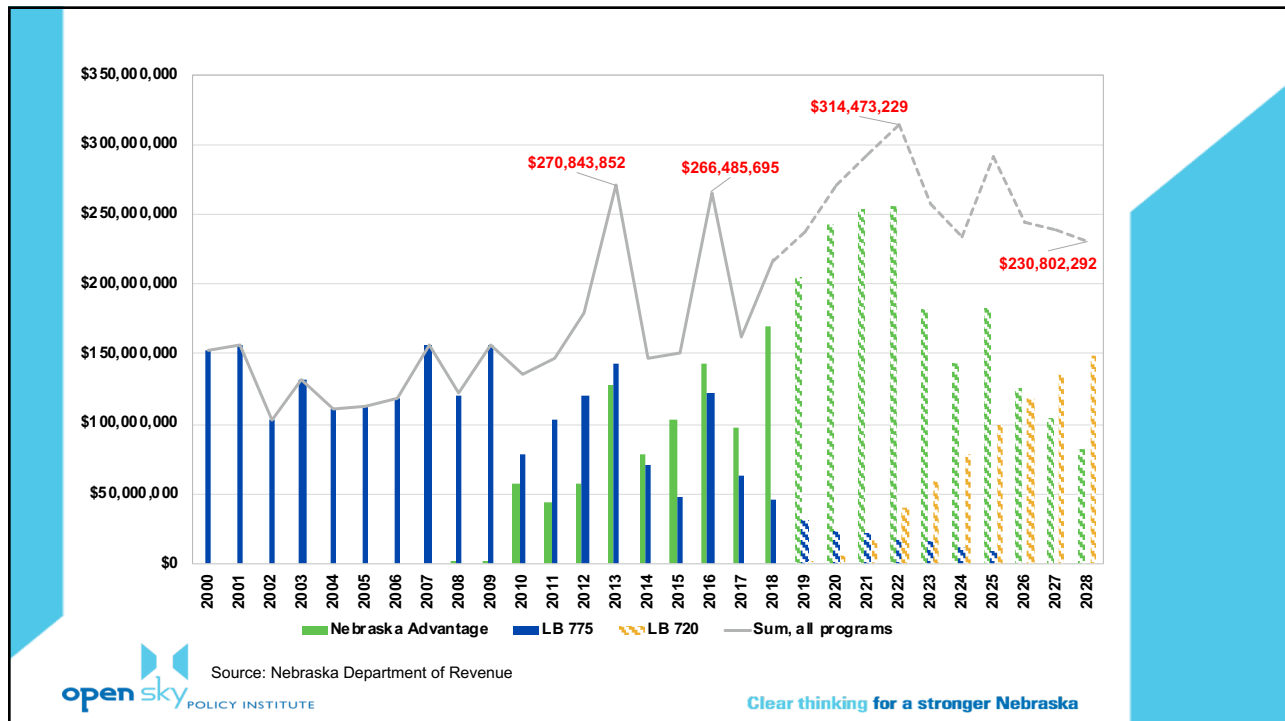
ImagiNE (LB 720, as proposed)

- Intended to ramp up quicker
- Cap added in amendment
 - \$125 million for first three years
 - 3% of gross receipts (\$182 million based on FY19)
- Fiscal note of \$869 million through FY30
- Does nothing with Nebraska Advantage agreements

24



25



26

Stay Connected to OpenSky!

- www.openskypolicy.org
- **Sign up** for our email updates
- **Follow us** on Facebook and Twitter
- **Contact us:**
 - Office: 402.438.0382
 - Email: cbeck@openskypolicy.org or cbrown@openskypolicy.org



Clear thinking for a stronger Nebraska

SOUTHERN PUBLIC SCHOOLS

115 S. 11th Street Box 237 Wymore, NE 68466

Phone: 402.645.3326 Fax: 402.645.8049

<http://www.southernschools.org>

Administration

Dr. Christopher Proski – Superintendent
Jeff Murphy – Secondary Principal
Jerry Rempe – Elementary Principal

Board of Education

Dave Zimmerman – President
Carol Pralle – Vice President
Emily Shockley – Secretary
Angela Meyer
Betsy Frerichs
Jim Zvolanek

Janaury 6, 2020

Senator Myron Dorn
Room #1208
P.O. Box 94604
Lincoln, NE 68509

Dear Senator Myron Dorn:

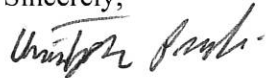
First off, I want to thank you for the time you devote to the state of Nebraska on a daily basis. There is no better calling in life than being a public servant. The reason I am reaching out to you today is in regards to LB 147. As a former teacher, as a former principal, as a current superintendent, and more importantly, as a parent, I have some real reservations associated with LB 147.

- 1) Like other districts in the state of Nebraska, Southern Public Schools currently has a restraint and seclusion policy. Within this policy, all staff members can use physical force as a last resort measure in a number of different capacities. The current provisions in our policy has worked on many different occasions and it keeps the best interest of students in mind.
- 2) As an administrator, I am afraid of the possible legal ramifications that could be associated with giving teachers more latitude in using physical force on students with groups such as the American Civil Liberties Union (ACLU).
- 3) Students with disabilities at Southern Public Schools are required to be educated in the “least restrictive environment.” Only under very limited circumstance, can anyone outside of a student’s IEP team change a placement of a student with a disability. If a student with a disability is removed because of a manifestation of their disability, the student cannot be removed for more than 10 days. Under LB 147, it allows students to be readmitted to class without a teacher’s consent if it is required under the Special Education Act or IDEA. I am afraid that most teachers do not fully understand requirements under IDEA and this will breed an environment of mistrust between teachers and administrators.
- 4) From a parent’s perspective, removing a reluctant learner from a classroom through physical contact is unnecessary and uncalled for. I do not want a school district to create a culture of violence and fear, as a means to deal with reluctant learners. As a parent, I am afraid of the copycat instances that could occur in the years ahead if this culture is instilled in student’s minds at a young age.

- 5) The Nebraska Council of School Administrators reached out to other organizations, including Voices for Children, ACLU Nebraska, the Arc of Nebraska, and the Nebraska School Psychologists Association. Our joint effort is to promote positive school environments and to suggest a real solution to a real problem. And while we do not support LB 147, we would wholeheartedly advocate for a separately introduced bill in the 2020 Session to fund training for school personnel to help address violent or potentially violent situations.

Together we can achieve outstanding student outcomes for all students across Nebraska. In order to do this, we must advocate against the use of physical contact in today's society.

Sincerely,



Christopher Prososki, Ed.D.
Superintendent



Dave Zimmerman
President of the School Board

2002 Organization of the Board

1. Membership, Term and Election

- a. The Board of Education shall be comprised of six members who will be elected at large.
- b. Those who wish to serve on the board shall file, be elected, and serve terms of office on the board according to law.

2. Internal Organization and Officers

a. President

- i. At the regular January meeting, the board shall elect from among its members a president who shall serve in that capacity for one year.
- ii. The president shall preside at all board meetings, and shall perform such other duties as may be prescribed by law or by action of the board.

b. Vice President

- i. At the regular January meeting, the board shall elect from among its members a vice president who shall serve in that capacity for one year.
- ii. The vice president shall preside in the absence of the president, and shall perform such other duties as are assigned by the board.

c. Secretary

- i. At the regular January meeting, the board shall elect a secretary who need not be a member of the board. The secretary shall serve in that capacity for one year. If the secretary is a member of the board, an assistant secretary may be named and his or her duties and compensation set by the board.
- ii. The secretary shall see that an accurate record of the proceedings of the board is kept, that a copy of the

proceedings is provided to each board member and to the superintendent, and that a concise summary of each month's meeting is published along with a list of all approved claims. The secretary shall perform such other duties as are prescribed by law and assigned by the board.

d. Treasurer

- i. A treasurer from the board will be designated on a year-to-year basis.
- ii. The treasurer will sign checks and certain other documents. The treasurer is the custodian of the monies of the district.
- iii. The treasurer shall give bond or equivalent insurance coverage payable to the district as prescribed by law with the cost of the bond being paid by the district.
- iv. The treasurer shall issue no warrant of payment of claim against the district until such claim has been duly authorized by the board and has been duly countersigned by the president.
- v. The vice president or secretary may sign any warrant in the absence of either the president or the treasurer.

3. Board Officer Voting and Tie Breakers

- a. The vote to elect board officers may be taken by secret ballot, but the total number of votes for each candidate shall be recorded in the minutes.
- b. In the event any officer cannot be elected by a majority after 10 votes; no votes occur after ten motions fail for lack of a "second,"; or no member volunteers to serve as an officer for a particular position, the tie will be broken by the applicable method:
 - i. If the board is split between two members, the officer will be determined by coin flip. The winning member will be the officer for the upcoming year unless the position changes by action of the board.
 - ii. If the board is split between more than two members who wish to serve as the officer, any member wanting to serve

as the officer will put his or her name into a drawing. The name drawn out will be the officer for the upcoming year unless the position changes by action of the board.

- iii. If no member is willing to serve as an officer for a position which is required to be a member of the board, all non-officers' names will be put into a drawing. The name drawn out will be the officer for the upcoming year unless the position changes by action of the board.

4. Committees

- a. The board shall authorize such special committees as it deems necessary. The board president shall appoint members to the committee, and designate its function, tasks it is to perform, and a completion date for its work.
- b. On or before the beginning of each calendar year, the board shall appoint three members to form a Committee on American Civics. The committee's duties shall be those prescribed by Nebraska statutes, which include:
 - i. Hold no fewer than two public meetings annually, at least one when public testimony is accepted;
 - ii. Keep minutes of each meeting showing the time and place of the meeting, which members were present or absent, and the substance and details of all matters discussed;
 - iii. Examine and ensure that the social studies curriculum used in the district is aligned with the social studies standards adopted pursuant to section 79-760.01 and teaches foundational knowledge in civics, history, economics, financial literacy, and geography;
 - iv. Review and approve the social studies curriculum to ensure that it stresses the services of the men and women who played a crucial role in the achievement of national independence, establishment of our constitutional government, and preservation of the union and includes the incorporation of multicultural education as set forth in sections 79-719 to 79-723 in order to instill a pride and respect for the nation's institutions and not be merely a recital of events and dates;
 - v. Ensure that any curriculum recommended or approved by the committee on American civics is made readily accessible to the public and contains a reference to this section;

- vi. Ensure that the district develops and utilizes formative, interim, and summative assessments to measure student mastery of the social studies standards adopted pursuant to section 79-760.01;
- vii. Ensure that the social studies curriculum in the district incorporates one or more of the following for each student:
 - 1. Administration of a written test that is identical to the entire civics portion of the naturalization test used by United States Citizenship and Immigration Services prior to the completion of eighth grade and again prior to the completion of twelfth grade with the individual score from each test for each student made available to a parent or guardian of such student; or
 - 2. Attendance or participation between the commencement of eighth grade and completion of twelfth grade in a meeting of a public body as defined by section 84-1409 followed by the completion of a project or paper in which each student demonstrates or discusses the personal learning experience of such student related to such attendance or participation; or
 - 3. Completion of a project or paper and a class presentation between the commencement of eighth grade and the completion of twelfth grade on a person or persons or an event commemorated by a holiday listed in section 79-724(6) or on a topic related to such person or persons or event; and
- viii. Take all such other steps as will assure the carrying out of the provisions of this section and provide a report to the school board regarding the committee's findings and recommendations.

5. Vacancies

- a. A vacancy on the board of education shall exist when any one of the following occurs:
 - i. A member submits his or her formal resignation from the board.
 - ii. A member removes himself or herself from the district or is absent from the district for a continuous period of sixty days.

- iii. A member misses more than two consecutive regular board meetings unless excused by a majority of the remaining members.
 - iv. Such other reasons as are set forth in Nebraska statutes.
- b. The board shall make note the vacancy in its minutes and shall give notice of the date the vacancy occurred, the office vacated, and the length of the unexpired term to (1) the election commissioner or county clerk, and (2) the public by published notice in a newspaper of general circulation in the district.
 - c. Vacancies shall be filled in the manner set forth in Nebraska statutes.

Adopted on: 7-9-2018

Revised on: 6-10-2019

Reviewed on: _____

3002 Deposits

The board of education shall designate the depository or depositories for all school funds. All funds received by the district shall be deposited promptly in the proper account of each such depository. All funds shall be insured by the Federal Deposit Insurance Corporation or a surety bond approved by the board on securities of the United States government pledged by joint custody receipt.

Funds collected by district representatives shall be receipted, accounted for, and directed without delay to the proper depository. Funds exceeding \$5,000 shall not be left overnight in school buildings, except in safes provided for the safekeeping of valuables.

Adopted on: 8-13-2018

Revised on: _____

Reviewed on: _____

2008 Meetings

The formation of policy is public business and will be conducted openly in accordance with the Nebraska Open Meetings Act.

1. Types of Meetings

- a. The board shall hold its regular meetings on or before the third Monday of each month.
- b. Special and emergency meetings may be called as provided by law.
- c. The board may schedule work sessions and retreats in order to provide board members and administrators with the opportunity to plan, research, and engage in discussion.

2. Notice

Posting in 3 Locations & Local Paper: The board shall give reasonable advance publicized notice of the time and place of each of its meetings, which generally will be 48 hours or more in advance of the meeting. Such notice shall be transmitted to all members of the board and to the public. Notice of regular and special meetings shall be posted in three prominent places within the school district (Elementary School, Jr./Sr. High School, & U.S. Post Office in Wymore). Such notice shall contain a statement that the agenda shall be readily available for public inspection at the administration office of the school during the normal business hours. In addition, the superintendent is authorized, but not required, to publish the notice of any meeting in a newspaper of general circulation within the district if, in the opinion of the superintendent, it is convenient and useful to do so.

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 of the meeting, and any formal action taken in such meeting shall pertain only to the emergency. 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 no later than the end of the next regular business day.

3. Weather Delays

In the event of inclement weather which makes it dangerous or unreasonable for board members or members of the public to attend a meeting for which notice has already been given, such meeting may be postponed by the board president. The board will communicate the delay and the updated date, time, and location of the postponed meeting to members of the public by posting it on the district's website and by following the same communication protocol that the district follows when student attendance at school is called off due to inclement weather. When possible, the board president and superintendent will attempt to communicate the information to local media members and business owners to assist in notifying the public of the delay.

4. Minutes

- a. The board shall keep minutes of all meetings showing the time, place, members present and absent, and the substance of all matters discussed.
- b. Any action taken on any question or motion duly moved and seconded shall be by roll call vote of the board in open session, and the record shall state how each member voted, or if the member was absent or not voting.
- c. The minutes of all meetings and evidence and documentation received or disclosed in open session shall be public record and may be published on the school district's website.

Adopted on: 7-9-2018

Revised on: _____

Reviewed on: _____

2006 Complaint Procedure

Good communication helps to resolve many misunderstandings and disagreements. This complaint procedure applies to board members, patrons, students and school staff, unless the staff member is subject to a different grievance procedure pursuant to policy or contract. Individuals who have a complaint should discuss their concerns with appropriate school personnel in an effort to resolve problems. When such efforts do not resolve matters satisfactorily, including matters involving discrimination or harassment on the basis of race, color, national origin, sex, marital status, disability, or age, a complainant should follow the procedures set forth below.

A preponderance of the evidence will be required to discipline a party accused of misconduct. This means that the investigator must conclude that it is more likely than not that misconduct occurred.

Complaint and Appeal Process.

1. The first step is for the complainant to speak directly to the person(s) with whom the complainant has a concern. For example, a parent who is unhappy with a classroom teacher should initially discuss the matter with the teacher. However, the complainant should skip the first step if complainant believes speaking directly to the person would subject complainant to discrimination or harassment.
2. The second step is for the complainant to speak to the building principal, Title IX/504 coordinator, superintendent of schools, or president of the board of education, as set forth below.
 - a) Complaints about the operation, decisions, or personnel within a building should be submitted to the principal of the building.
 - b) Complaints about the operations of the school district or a building principal should be submitted in writing to the superintendent of schools.
 - c) Complaints about the superintendent of schools should be submitted in writing to the president of the board of education.

- d) Complaints involving discrimination or harassment on the basis of race, color, national origin, gender, marital status, disability, or age may also be submitted, at any time during the complaint procedure to the School District's Title IX/504 coordinator. Complaints involving discrimination or harassment may also be submitted at any time to the Office for Civil Rights, U.S. Department of Education: by email at OCR.KansasCity@ed.gov; by telephone at (816) 268-0550; or by fax at (816) 268-0599.
3. When a complainant submits a complaint to an administrator or to the Title IX/504 coordinator, the administrator or Title IX/504 coordinator shall promptly and thoroughly investigate the complaint, and shall:
- a) Determine whether the complainant has discussed the matter with the staff member involved.
 - 1) If the complainant has not, the administrator or Title IX/504 coordinator will urge the complainant to discuss the matter directly with that staff member, if appropriate.
 - 2) If the complainant refuses to discuss the matter with the staff member, the administrator or Title IX/504 coordinator shall, in his or her sole discretion, determine whether the complaint should be pursued further.
 - b) Strongly encourage the complainant to reduce his or her concerns to writing.
 - c) Interview the complainant to determine:
 - 1) All relevant details of the complaint;
 - 2) All witnesses and documents which the complainant believes support the complaint;
 - 3) The action or solution which the complainant seeks.
 - d) Respond to the complainant. If the complaint involved discrimination or harassment, the response shall be in

writing and shall be submitted within 180 days after the administrator or Title IX/504 coordinator received the complaint.

4. If either the complainant or the accused party is not satisfied with the administrator's or the Title IX/504 coordinator's decision regarding a complaint he or she may appeal the decision to the superintendent.
 - a) This appeal must be in writing.
 - b) This appeal must be received by the superintendent no later than ten (10) business days from the date the administrator or Title IX/504 coordinator communicated his/her decision to the complainant.
 - c) The superintendent will investigate as he or she deems appropriate. However, all matters involving discrimination or harassment shall be promptly and thoroughly investigated.
 - d) Upon completion of this investigation, the superintendent will inform the complainant in writing of his or her decision. If the complaint involved discrimination or harassment, the superintendent shall submit the decision within 180 days after the superintendent received complainant's written appeal.

5. If either the complainant or the accused party is not satisfied with the superintendent's decision regarding a complaint he or she may appeal the decision to the board.
 - a) This appeal must be in writing.
 - b) This appeal must be received by the board president no later than ten (10) business days from the date the superintendent communicated his/her decision to the complainant.
 - c) This policy allows, but does not require the board to receive statements from interested parties and witnesses relevant to the complaint appeal. However, all matters involving discrimination or harassment shall be promptly and thoroughly investigated.

- d) The board will notify the complainant in writing of its decision. If the complaint involved discrimination or harassment, the board shall submit its decision within 180 days after it received complainant's written appeal.
 - e) There is no appeal from a decision of the board.
6. When a formal complaint about the superintendent of schools has been filed with the president of the board, the president shall promptly and thoroughly investigate the complaint, and shall:
- a) Determine whether the complainant has discussed the matter with the superintendent.
 - 1) If the complainant has not, the board president will urge the complainant to discuss the matter directly with the superintendent, if appropriate.
 - 2) If the complainant refuses to discuss the matter with the superintendent, the board president shall, in his or her sole discretion, determine whether the complaint should be pursued further.
 - b) Strongly encourage the complainant to reduce his or her concerns to writing.
 - c) Determine, in his or her sole discretion, whether to place the matter on the board agenda for consideration at a regular or special meeting.
 - d) Respond to the complainant. If the complaint involved discrimination or harassment, the response shall be in writing and shall be submitted within 180 days after the president received the complaint.

No Retaliation. The school district prohibits retaliation against any person for filing a complaint or for participating in the complaint procedure in good faith.

Special Rules Regarding Educational Services and Related Services to Students with Disabilities. Students with disabilities and their families have specific rights outlined in state and federal law, including administrative processes by which they may challenge the

educational services being provided by the school district. Therefore, the appeal process contained in this policy may not be used to challenge decisions made by a student's individualized education plan (IEP) team or 504 team.

Complaints about the educational services provided a student with a disability, including but not limited to services provided to a student with an IEP, access to curricular and extracurricular activities, and educational placement must be submitted to the school district's Director of Special Education. The Director of Special Education will address the complaint in a manner that he/she deems appropriate and will provide the complainant with a copy of the Notice of IDEA Parental Rights promulgated by the Nebraska Department of Education.

Complaints about the educational services provided a student with a disability pursuant to a Section 504 plan must be submitted to the school district's 504 Coordinator. The 504 Coordinator will address the complaint in a manner that he/she deems appropriate and will provide the complainant with a copy of the Notice of Section 504 Parental Rights adopted by the board of education.

Complaints about the educational services provided to a student who is suspected of having a disability must be submitted in writing to the school district's Director of Special Education or to the district's 504 Coordinator. The Director of Special Education or 504 Coordinator will either refer the student for possible verification as a student with a disability or will provide prior written notice of the district's refusal to do so.

Bad Faith or Serial Filings. The purpose of the complaint procedure is to resolve complaints at the lowest level possible within the chain of command. Individuals who file complaints (a) without a good faith intention to attempt to resolve the issues raised; (b) for the purpose of adding administrative burden; (c) at a volume unreasonable to expect satisfactory resolution; or (c) for purposes inconsistent with the efficient operations of the district may be dismissed by the superintendent without providing final resolution other than noting the dismissal. There is no appeal from dismissals made pursuant to this section.

Adopted on: 7-9-2018

Revised on: 6-10-2019

Reviewed on: _____

2012 Board Code of Ethics

The board recognizes that collectively and individually, all members of the board must adhere to an accepted code of ethics in order to improve public education. Board members must conduct themselves professionally and in a manner fitting of their position.

Each board member shall:

1. Attend all regularly scheduled board meetings insofar as possible, and become informed concerning the issues to be considered at those meetings;
2. Endeavor to make policy decisions only after full discussion at publicly held board meetings;
3. Render all decisions based on the available facts and his or her independent judgment, and refuse to surrender that judgment to individuals or special interest groups;
4. Encourage the free expression of opinion by all board members, and seek systematic communication between the board and students, staff and all elements of the community;
5. Work with other board members to establish effective board policies and to delegate authority to the superintendent to administer the school district;
6. Communicate expressions of public reaction to the board policies and school program to other board members and the superintendent;
7. Learn about current educational issues by individual study and through participation in seminars and programs, such as those sponsored by the state and national school board associations;
8. Support the employment of those persons best qualified to serve as school staff, and insist on a regular and impartial evaluation of all staff;
9. Avoid being placed in a position of conflict of interest, and refrain from using the board member's position on the board for personal or political gain;

10. Refrain from discussing the confidential business of the board in any setting except a board meeting;
11. Refrain from micro-managing the affairs of the school district;
12. Recognize the superintendent as the executive officer of the board;
13. Work constructively and collegially with the other members of the board, students, staff and patrons.
14. Refer complaints to the superintendent or building principal, as appropriate;
15. Always be mindful of his/her fiduciary obligation to the school district, including duties of loyalty and care, by placing the interests of the district above the board member's personal interests.
16. Remember that a board member's first and greatest concern must be the educational welfare of the students attending this district's schools.

Adopted on: 7-9-2018

Revised on: _____

Reviewed on: _____

5002.2 Elementary Class Sizes

Southern Public Schools is committed to providing an education of high quality to its students in an economically efficient manner. The school district's faculty, facilities, and equipment can serve only a limited number of students effectively. Southern Board of Education, in consultation with the administration, has reviewed the school district's faculty, facilities, equipment, interdisciplinary efforts and interrelationships of grades, subjects, and faculty, and determined the maximum number of students it can serve effectively at any given grade level and in total.

Numeric Capacity. The capacity in the following grade levels, programs, classes, and/or school building is as follows:

- Kindergarten – A maximum of 20 students per class.
- First Grade – A maximum of 22 students per class.
- Second Grade through Sixth Grade – A maximum of 25 students per class.

If the class and/or grade numbers drop, the district will endeavor to make all personnel changes through attrition. The board of education may determine that a reduction in force of certificated staff members is appropriate due to declining enrollment in a grade or grades, changes in financial support, changes in curricular programs, a decline in the taxable value of property located within the school district, increased costs of operating the school district, or another change or changes in circumstances.

The administration has the power to adjust the maximum totals listed above based on special education numbers, social and emotional factors, and student socioeconomic factors.

Adopted on: 1-13-2020

Revised on: _____

Reviewed on: _____