

Board of Education Special Meeting
Tuesday, November 22, 2022 6:00 PM

Virginia Moon Administrative Center
8545 Park Dr
Ralston, NE 68127-3621

Agenda

1. Call To Order
Speaker(s): Board President
2. Pledge of Allegiance
Speaker(s): Board President
 - 2.1. Roll Call - Excuse Board Members not in attendance
Speaker(s): Board President
3. Superintendent's Report
Speaker(s): Superintendent
 - 3.1. Superintendent Search Meeting #2
Speaker(s): Dr. Mike Lucas
4. Pre-Adjournment Information and Activities
 - 4.1. Announcements
 - 4.2. Board of Education Supplemental Meeting Information
 - 4.3. Future Board Calendar
5. Adjourn

RALSTON
Superintendent Search – Meeting #2
November 22nd at 6:00

- Verbal review of staff/student/community input meetings
- Review of advertising game plan and update on target dates
 - Application went live on October 31st
 - NCSA website on November 2nd
 - www.nebraskaeducationjobs.com on November 1st
 - Email blast to over 1,200 potential applicants on November 1st
 - First applicant came in on November 3rd
 - World-Herald on November 6th
- Selection of interview questions based on search criteria
- Contract “stuff”
 - Reviewed by attorney
 - NOT required to live in school district
 - Moving expenses....2-year contract....
 - Establish 2023-24 salary range
 - Updated Salary Array for comparison
 - Questions, comments, concerns.....
- Decide on interview schedule and use of “meet and greet” committees
 - Meals, available housing, “welcome packet,” etc.
 - **Potential chairpersons for “meet & greet committees”**
 - **I will meet with them on December 20th or 21st**
 - 60-120 minute spouse programs – tour guides, itinerary, etc.
 - Reimbursable expenses for interview travel and hotel?
 - How the Board of Education deliberation process works after interviews are complete
 - Give BOE President wiggle room for negotiations
- Next Meeting is December 21st
 - Committees at 4:00 to read up on proposed finalists and applicants
 - Open meeting at 6:30
 - You will select finalists and make final preparations for your interviews
- Questions, Comments, Concerns to...
 - Mike Lucas 402-366-6491 mike.lucas@yorkdukes.org

ROUGH DRAFT
INTERVIEW SCHEDULE
Ralston – November 2022

- 2 finalists on January 4th
- 2 more finalists on January 5th

SAMPLE 1 with BOE in MORNING

	BOARD	Students	Teachers	Admin	Support Staff	Office	Hospitality Room
<i>Finalist A</i>	8:00-9:30 AM	10:15-10:45	11:00-11:45	1:00-1:45	2:00-2:45	3:00-3:45	12:00-12:45
<i>Finalist B</i>	9:45-11:15 AM	11:30-12:00	12:15-1:00	2:00-2:45	3:00-3:45	4:00-4:45	1:00-1:45

SAMPLE 2 with BOE in AFTERNOON/EVENING

	BOARD	Students	Teachers	Admin	Support Staff	Office	Hospitality Room
<i>Finalist A</i>	4:00-5:30 PM	10:00-10:30	11:00-11:45	1:00-1:45	2:00-2:45	3:00-3:45	12:00-12:45
<i>Finalist B</i>	6:00-7:30 PM	11:00-11:30	12:00-12:45	2:00-2:45	3:00-3:45	4:00-4:45	1:00-1:45

SAMPLE INTERVIEW QUESTIONS

Ralston – November 2022

Opening Question:

- Tell us a little more about your background and why you want to be our next Ralston Superintendent of Schools.

- **A resilient, visionary leader who understands our culture and educational needs of our diverse student population and the community**
 - What is your experience in addressing educational issues regarding a culturally diverse population?
 - What is a visionary leader to you? How have you provided visionary leadership in the district you currently serve?
 - What steps would you take to gain a better understanding of this school district and community and our strengths and weaknesses?
 - Describe your experience with long-range strategic planning. Who was involved? How was it implemented?
 - What do you foresee as the two or three major issues facing public education in the next five years? What will you do to prepare our district to deal with these issues?

- **A community leader who is open-minded with a high level of integrity and able to collaborate with all stakeholders to build and maintain trust**
 - What measures do you take to let the staff and community know the superintendent of schools truly cares about the schools and community?
 - How do you build trust and collaboration in the district?
 - How would you go about gaining a better understanding of this school district and its finances and the community's priorities and goals for education?
 - What does strong character and integrity mean to you?
 - How would you, as superintendent, communicate effectively with staff, parents, and other district patrons and maintain your visibility within the community?

- **Strategic budgeting skills that build upon on our long history of fiscal responsibility**
 - Describe your background, experience, and successes in securing non-traditional funding sources, such as grants.
 - Budget development is a process of balancing needs with limited financial resources. What steps did you take in your current or previous position to ensure board, staff, and patron support?
 - Considering our current financial position, how will you maintain this position?
 - How would you develop a long-range (2-3 year) plan for your district budget?

- **An innovative, inspirational, and data-driven instructional leader who can help us enhance and advance educational excellence from Early Childhood to College/Career Ready Programming**

- Describe activities and/or programs that you have initiated that would demonstrate your passion for providing the best educational opportunities for students.
- What will you do to improve learning in the classroom? What measures, benchmarks, or indicators of success will you use to determine if learning has improved?
- Share your experience in curriculum development and your knowledge of state standards and assessment.
- How will you ensure that a diverse curriculum offering is provided so that each student will benefit from the school system?

- **MISCELLANEOUS**

- What strategies will you bring that will create an atmosphere of stability, continuity, and improvement with the school district and the school board?
- What do you consider to be your three strongest personal traits and how have they helped you be a successful educational leader?
- Looking out over your career, of what are you most proud?
- Tell us about a leadership situation you've been involved with that you wish you could have done over.

Closing Question:

- What questions do you have of us?

OTHER POSSIBILITIES TO SWITCH OUT IN VARIOUS SECTIONS ABOVE

- How would you describe your attitude/approach in dealing with parents? With teachers and other staff members? With students? With administrators?
- What strategies would you use to resolve disagreements, disputes, or conflicts among school stakeholders?
- How will you use data to lead the school district in utilizing multiple sources to measure student performance and to evaluate effectiveness of programs?
- As you consider the many important decisions that you will make as our Superintendent, what in your opinion should be the bottom line in the decisions? Why?
- Describe your consensus building process to arrive at decisions with diverse groups.
- What have you done in previous positions and what will you do as our superintendent to ensure that you receive diverse perspectives on issues facing the district?

- Academics, athletics, and the arts often compete for a school's resources. What is the relative importance of each and how might a district find the proper balance between them?
- Based on your research and observations, what excites you about becoming our next superintendent? What suggestions would you have that might help us reach a higher level of effectiveness?
- What do you expect from teachers?
- How would you describe the research on "effective schools"? If you are in support of the "effective schools" strategies, please explain why and if you do not support these strategies, why not?
- How would you approach holding all employees accountable?
- Can you give us an example of what "compass" you use in your personal and professional life? What guides you as a leader?
- How will you lead and manage the change process in our school district in this ever-changing education environment?
- Describe your leadership process in creating an atmosphere of high expectations for personal standards among staff and students
- As superintendent, what would your first 60-90 days on the job look like?
- Discuss ideas for aiding this district in the recruitment of quality teachers.
- What skills and characteristics do you look for when recruiting professional educators for employment?
- Describe a time when you were confronted with a divisive issue. How did you work to resolve it?
- How would you establish an atmosphere of open and honest communication with all stakeholders in the school district?
- Can you discuss your vision for delivering educational services in the 21st Century and what you think the educational service delivery model looks like in the future?
- Define the roles and responsibilities of the superintendent and the roles and responsibilities of the board. What will you do to assure those roles and responsibilities are maintained?
- How do you view the relationship between the Superintendent and your administrative staff? Between the Superintendent and the Board of Education?

RALSTON
Salary Array – November 2022

District	2022-23 Salary	“Other”	2022-23 Benefits
Fremont	272,858	10,800	Full
Columbus	243,109	33,400	Partial + in lieu of dollars in “other”
RALSTON	241,475	9,000	Full
Gretna	235,961	4,600	Full
South Sioux City	231,050	4,890	Full
Bennington	214,500	8,800	Full
Hastings	212,100	11,500	No Health Ins
Lexington	208,841	2,900	Full
Schuyler	193,000	1,800	Full
Waverly	180,394	805	Full
Blair	180,000	12,300	None – gets in lieu of dollars in “other”
Norris	171,100	6,771	Full

**** These salaries will typically increase about 3% for 2023-24**

** Data taken from Superintendent Pay Transparency Notices on school websites



Superintendent Search Timeline

<u>Date</u>	<u>Time</u>	<u>Activity</u>
November 14, 2022		School and Community Input Meetings @ Ralston High School in the Theater
	1:00 PM	Student Group
	1:45 PM	Support Staff Committee
	2:30 PM	Administrative Assistants/Office Staff
	3:15 PM	Teacher Committee
	4:30 PM	School and District Administration
	6:30 PM	Open Community Forum
November 18, 2022	2:30 PM	Teacher Committee
November 22, 2022	6:00 PM	Board of Education Special Meeting Superintendent Search Meeting #2
December 21, 2022	4:00 PM	Board of Education Committee Work Sessions
	6:30 PM	Board of Education Special Meeting Superintendent Search Meeting #3
January 4, 2023	TBD	Board of Education Special Meeting Superintendent Candidate Interviews Interview Two Superintendent Candidates
January 5, 2023	TBD	Board of Education Special Meeting Superintendent Candidate Interviews Interview Two Superintendent Candidates
January 9, 2023	6:00 PM	Board of Education Regular Meeting Consider Approval of Superintendent Contract

November 2022
Superintendent Search Input Sessions
Feedback Notes

On November 14th and 18th, Consultant Mike Lucas conducted multiple meetings to gather input regarding the selection of a new Superintendent of Schools for the Ralston School District. In addition, stakeholders who could not attend any of the sessions could submit their thoughts electronically or on paper surveys left throughout the community.

Each group was asked to respond to the same four questions noted in bold below. Each group was provided a review of the selection process and were given the opportunity to ask questions regarding the search process.

In the executive summary, consistent themes and ideas are recorded. They represent input that was consistent to all or most of the groups. After the executive summary is a summary of each of the school/community meetings, as well as those submitted electronically.

What are the good things about your Community?

- Small, close-knit town with big city opportunities
- Friendly and welcoming
- Lots of activities and opportunities for families
- Supportive of the school district

What are the good things about Ralston Public Schools?

- Diverse and welcoming
- Just the right size
- Great staff that is approachable and takes pride in what they do
- Lots of offerings - something for everyone
- #BeKind culture

What are the skills, characteristics, and traits you are looking for in the next superintendent?

- Visible and approachable
- Good communicator
- Engaged and proud to be part of this diverse school system and community
- Strong overall leadership skills and able to make tough decisions

What are the issues or hot topics the new superintendent should be aware of so they can get off to a great start?

- Bond issue projects in progress
 - Still have facility needs even when bond issue projects are done
- Staff recruitment and retention - we have to be competitive
- #BeKind is important to us and helps us as we grow more diverse

Students @ 1:00 pm

1) Tell us the good things about your community.

- *like a family (baseball went to state semifinals, entire town went)*
- *everyone works together and picks people up,*
- *very accepting of different cultures, races, etc.,*
- *how active the community is (helpful to each other)*
- *great public library, lots of great restaurants, family dinner nights at school, summer programming*

2) Tell us the good things about Ralston Public Schools.

- *very diverse*
- *teachers & administrators are a good support network*
- *everyone can really have a chance to do something and be involved*
- *different cultures and religions*
- *teach basics but also how to be a better human*
- *lots of supportive, open minded people*
- *school community is connected*
- *different career pathways and lots of classes you can take*
- *School Pride - Ram Pride*

3) What are the skills, characteristics, and traits you are looking for in the next superintendent?

- *To be a good listener*
- *Active with the student body*
- *Support all athletics and activities)*
- *Someone not afraid to take action*
- *Someone to be well known and visible*
- *Helpful*
- *Community leader that is face of the district*
- *know how to represent diverse community*
- *be able to take advice from others and listen to others*
- *leads by example and will stand up for what is right*

4) What are the issues or hot topics the new superintendent should be aware of so they can get off to a great start?

- *That Ralston is very diverse*
 - *Make sure all students have a place to feel comfortable and safe*
 - *Be prepared to make tough decisions that may not please everyone*
-

Support Staff @ 1:45 pm

1) Tell us the good things about your community.

- *welcoming to outsiders*
- *small town in a big city with lots of services and opportunities*
- *diverse small town that is always welcoming to neighbors*
- *local businesses support the school system, plenty of parks, lots of wildlife, downtown summer music festival, holiday festival, 4th of July parade, library services over the summer*
- *when you come to Ralston, you tend to stay in Ralston*
- *opportunities for youth and families*
- *kids work in the community (community service opportunities)*
- *nothing like Ralston (have lived all over the city of Omaha), neighbors walk by and say hello, very welcoming*

2) Tell us the good things about Ralston Public Schools.

- *everyone is friendly (teachers, administrators, staff)*
- *always have someone that greets you*
- *can name every single student by name*
- *close knit*
- *involved staff*
- *offer opportunities to ALL students...those that will and will not attend 4-year colleges*
- *staff trainings and conferences*
- *Caring staff that provides so many wonderful services for kids (speech, EL, behavior, etc.)*
- *kids understand that some kids need extra support*
- *Special Needs services are awesome, middle school level deaf and hard of hearing program (great program), WIN (What I Need) Time, teaching others sign language*
- *medical and dental mobile units help service families*
- *outreach program for winter coats and food*
- *services for staff and families*
- *making sure all our students feel equal when they come to school*
- *everyone keeps trying to get into Ralston (option students)*

3) What are the skills, characteristics, and traits you are looking for in the next superintendent?

- *open minded*
- *engaged in community & school community*
- *Visible*
- *Warm and caring*
- *Students and staff feel welcome and safe around*
- *approachable and real,*

4) What are the issues or hot topics the new superintendent should be aware of so they can get off to a great start?

- *procedures of remodels related to bond issue*
 - *how comfortable is staff with everything*
 - *some issues are being covered by bond issue but not all is being covered make sure to budget for those*
 - *#BeKind will still be around*
 - *not just about our face to face interactions but helping to provide more online resources*
 - *being competitive in pay for all employee groups to get them to stick around, look at benefits for non certified staff*
 - *ranking of observations and evaluations (fellow teachers, administrators, CO staff) to get a broader perspective*
-

Admin Assistants / CO Office Staff @ 2:30 pm

1) Tell us the good things about your community.

- *Family oriented*
- *small enough where we know others*
- *tight knit*
- *lot of staff have kids in the District*
- *loyalty - we like to hire our own*
- *smaller size town but have the benefits of the Omaha community*
- *people keep coming back to the town*
- *a lot of community pride*
- *community support of the school (business and patrons)*
- *increasingly diverse*
- *lots of opportunities for kids and families - we have something for everyone*

2) Tell us the good things about Ralston Public Schools.

- *high school blueprint program (trades classes)*
- *relationships with students (all staff)*
- *student bond (friendships and parent relationships)*
- *academies (free opportunities)*
- *students are able to figure out potentially what they want to do before college through career academies*
- *partnerships with local business and educational institutions*
- *academies offer opportunities for those students who are not going to college or university*
- *smaller class size for elementary and secondary*

- *diversity is great here in our district*
- *families choose Ralston (those outside the community opt into the District)*

3) What are the skills, characteristics, and traits you are looking for in the next superintendent?

- *Outgoing*
- *cares about staff, parents, students*
- *nice to know I am not just a number*
- *remembers there are elementary schools and won't just focus on high school*
- *Communication - keeps all the staff informed*
- *Approachable*
- *be invested and wants to learn*
- *not using us as a stepping stone*
- *makes others feel they are supported*
- *Visible*
- *present in schools (not just high school events)*
- *somebody that is fiscally responsible and has experience with the budget*
- *has high expectations of building principals and teachers*

4) What are the issues or hot topics the new superintendent should be aware of so they can get off to a great start?

- *maybe the district is top heavy in administration*
- *bond projects*
- *Getting more security cameras in our schools (needs to be priority)*
- *maybe looking at a second school resource officer*
- *spanish interpreters in every building (maybe pay those a little extra)*
- *EL programming and staffing*
- *attracting and maintaining quality staff - be competitive with the other metro schools*
- *Promote more interactions between elementary schools (they can do some activities together)*

REA Teacher Group @ 3:15 pm

1) Tell us the good things about your community.

- *small town inside a big city*
- *lots of generations - people stay here*
- *a lot of pride and traditions*
- *amazing medical services*
- *very diverse - diverse families have brought their businesses here*
- *Ralston is financially stable*
- *broad range of affordable housing opportunities*

- *Ralston has the small town feel and residents are able to take advantage of Omaha, which has everything you need in a big city (sports, theater, parks, attractions, restaurants, etc.)*
- *safe community with strong police presence*
- *community looks out for one another,*

2) Tell us the good things about Ralston Public Schools.

- *amazing teaching staff*
- *small enough you know all students, staff, families*
- *level of programming - amazing opportunities across the curriculum*
- *deaf and hard of hearing program*
- *timing is great as bond issue projects are coming together*
- *lots of new and exciting things coming*
- *responsive to student needs (coats, food pantry, backpack program)*
- *everyone recognizes and know each other (staff and students)*
- *We meet as grade levels, discuss issues and topics, and get along*

3) What are the skills, characteristics, and traits you are looking for in the next superintendent?

- *need to openly communicate with REA and resolve issues as we sit down together*
- *supportive of roles that REA has*
- *listening to teachers (really listening)*
- *open to ideas and suggestions*
- *significant classroom experience (more than 5 years)*
- *having someone who understands the shift in education (lived it)*
- *appreciate the uniqueness of each school*
- *Understands and appreciates the current demands of staff*
- *Will visit schools - walk the hallways*
- *be a good listener*
- *understand the impact of poverty on our students and families*
- *help improve the parent disconnect to get the families involved*
- *Keep meeting monthly with REA like we do now, should something arise I can just text the Superintendent to discuss an issue*
- *REA President and Vice President are at the table*
- *bring in new energy, passion, and excitement*
- *continue the tradition of everyone starting the school year together (all staff welcome, lunch/breakfast)*
- *forward thinking/innovative*
- *creatively solve problems*
- *equity focus*
- *the superintendent represents our school population*
- *new and diverse applicants and admin team*

- *surveying the staff and listening to the staff*
- *recognize what our staff needs*
- *experience in or understanding of elementary education*
- *expectation of the need to know the staff personally*
- *continuing the RPS Leadership Academy*
- *drive the shuttle to Mockingbird (get into rotation)*

4) What are the issues or hot topics the new superintendent should be aware of so they can get off to a great start?

- *update on bond projects*
- *Budget*
- *Diversity*
- *Find ways to compete with other school districts even though they have more students and more \$\$*
- *we have the same problems as the larger districts*
- *we have to be able to compete*
- *staff feel devalued because they see what other metro districts are getting*
- *Be involved legislatively to go to bat for us*
- *keeping student engagement up*
- *participating in activities*
- *go and testify in Lincoln*
- *need more substitutes*
- *respecting and honoring the growth our students our making, any growth is a great thing, don't just look at the state assessment scores*

District & School Administration & Directors @ 4:30 pm

1) Tell us the good things about your community.

- *downtown revitalization in Ralston*
- *family population changing*
- *older families moving out, younger families moving in*
- *community is changing with younger families moving in*
- *community is becoming more diverse*
- *Ralston is changing, have to be in tune with that, social economic wise,*
- *pride in our community*
- *families have been connected here for years - multi generational families*
- *opportunities for young people*
- *You get to really know your neighbors here*
- *We have the best of both worlds (small town atmosphere, big city experiences),*

2) Tell us the good things about Ralston Public Schools.

- *tight knit*
- *everyone knows each other*
- *Relationships*
- *our students know we care about them and want to know more about them*
- *access to central office staff*
- *very accessible and flexible*
- *whole child approach that goes very deep*
- *strong community partnerships, if we don't have something we have ways to go out and find it*
- *families take risks and call us to help find a solution*
- *very adaptive - always able to adapt to what we need*
- *bond issue has had huge impact*

3) What are the skills, characteristics, and traits you are looking for in the next superintendent?

- *ready for the skills of dealing with the diverse community (social economic, cultures, etc.)*
- *Achiever*
- *Accessibility*
- *needs to be open for communication*
- *effective communicator*
- *Transparency and visibility*
- *ability to make hard decisions*
- *leadership quality - being able to get people to buy in and investing in people*

4) What are the issues or hot topics the new superintendent should be aware of so they can get off to a great start?

- *bond projects*
- *fiscal background important as ESSER \$\$ will go away, how to handle that*
- *facility updates beyond the bond - how to tackle that*
- *what does the vision look like*
- *viable maintenance upkeep plan*
- *immediate needs of schools beyond the bond projects*
- *PLC process continuing the course*
- *making sure projects that have been started, keep going through*
- *Manage the giant misconceptions with the city of Ralston and Ralston Public Schools*
- *option students versus Ralston students - misconceptions between these two groups*
- *building a more cohesive relationship with the city and school district*
- *academic achievement is a hot button with some board members*
- *recruitment and retention of staff - so we are just not training staff members to go to other districts,*

Community / Parent @ 6:30 pm

1) Tell us the good things about your community.

- *small town feel in a big city*
- *Tons of community projects*
- *fire department does things throughout the year*
- *Wider growth of community, hinge project, lot of things to do here in Ralston community, 4th of July parade*
- *community rallies around each other*
- *community is welcoming*
- *families know each other*
- *Lots of things families can do together*
- *accessible activities for every income level*
- *we have diversity*
- *it is the type of place on Halloween when the fire truck, or police will stop and give your child candy*
- *Hometown feel*

2) Tell us the good things about Ralston Public Schools.

- *Ralston is better than the alternatives around because of smaller class size and more opportunities*
- *more direction from teachers*
- *one on one instruction and smaller class sizes*
- *schools pay a lot of attention to kids, no matter at what level (high achieve or struggling)*
- *We chose Ralston because of size - it is a class b school*
- *smaller district, smaller size*
- *teachers have been amazing*
- *all teachers know who are kids are*
- *child is not a number*
- *they know our kids - teachers and administrators make personal connections*
- *they know and find resources for families*
- *administrators are responsive and quick*
- *staff reaches out and make sure things happen*
- *responsive and accessible*
- *middle school environment immediately into Ram Nation*
- *high school centered, try to bring you in right away to Rams, it is a Ram Family*
- *consistency and not a lot of turnover*
- *still the same teachers, familiar faces*
- *community people don't leave or they come back to grow with their group of friends they will have for life*

3) What are the skills, characteristics, and traits you are looking for in the next superintendent?

- *Visible - will see them at activities*
- *know they will be there for Ralston*
- *Invested*
- *should have children or had children as it is hard to understand schools or parenting if you don't have children*
- *staying connected with youth*
- *creativity (greenhouse project) or willingness to try new things*
- *not afraid to push envelope*
- *it is nice FFA is offered now at RHS*
- *superintendent needs to serve the community and produce good citizens, if you want a better society you need to be a great citizen*
- *more diverse community and we need to support them, maybe do more to help our non English speaking families so they can be more active in our community, embrace and appreciate growing diversity and help break down barriers that may come with that*
- *not have a political agenda - we should never know superintendent political affiliation*
- *business background with budgeting, fiscally responsible*
- *making the hard decisions, even if it is not what is popular, and then stand behind those decisions*
- *intellectual maturity in the position*
- *able to work with everyone,*

4) What are the issues or hot topics the new superintendent should be aware of so they can get off to a great start?

- *bond issue projects*
- *growing diversity and being able to support everyone*
- *how can we support the teachers, have to set up our teachers to be successful, have to set up our staff to be successful*
- *how are we getting our kids to and from an alternative location during bond issue projects - parents are stressed about this*
- *#BeKind is huge for Ralston, it should not leave because Dr. Adler leaves*
- *culture is big the #BeKind culture*
- *listen and learn*
- *get to know staff and community*
- *when doing curriculum changes, bring it to the community to let everyone know and be aware*
- *district has performed well, the community has high expectations, so if it starts to decline, you are going to hear about it.*

All Teacher Group Invited on November 18th at 2:30 PM

1) Tell us the good things about your community.

- Relationships (as staff, students, and families), are at the foundation of what we do in Ralston
- one high school district still have access to the larger metro
- grew up with in the community, come back to the community you grew up in, you want to be a part of it
- strives a lot for growth, always ways to get better and finding ways to do that
- increasing diversity in our community, need to celebrate, own, and embrace
- school and community encourage each other to do community and school events,

2) Tell us the good things about Ralston Public Schools.

- *Close to decision makers*
- *amazing teaching staff*
- *sense of pride in the schools*
- *take pride in what we are doing in the classroom and district wide*
- *people want to come here (high enrollment rate for option students)*
- *ability to have access to people at central office*
- *able to email superintendent*
- *cohesiveness between buildings, grade levels, what can I do to help students at all levels*
- *collaboration among grade levels and buildings to do what is best for kids*
- *activities and athletics new facilities, intramural sports at elementary level, students can really get involved, something for everyone*
- *work hard to accommodate kids so they can be involved in many activities*
- *meet students where they are in what they are interested in and have pathways for them to pursue their interests*
- *leadership opportunities for educators to build up their knowledge in lots of different areas in the district*
- *opportunities for growth in our own system*
- *we work with each other not for someone*

3) What are the skills, characteristics, and traits you are looking for in the next superintendent?

- Sensitive to the diversity of our community (skin color, language, sexuality, faith, gender) it is really important for our community
- someone who can represent our student body
- progressive education reformer
- good listener

- come up with new and different ways to go about things, visionary, not get stuck in how we always done things
- lead in a perspective in a way what would you want for your own kids and make that happen for all students
- communication across all levels, open and transparent communication and the vulnerability that goes with that
- support teachers professionally in my growth and responsive to all my needs
- someone who is personally, human, real, wants to be around their staff
- someone that will attract the best employees to our district
- someone to be able to attract a more diverse workforce
- someone who can advocate for Ralston in front of the state legislature
- someone who remembers what it is like to be in the classroom
- leads by example, empowers others
- supportive of professional development and sticking to the time our educators get
- be cognizant of individual teacher work time
- creative, good, effective fiscal management
- being able to work well with other area school superintendents
- would like our superintendent to live in the district and be part of of our community
- superintendent kids go through the district, helps builds trust
- unique and creative ways to connect with the kids in the schools (leadership academy, superintendent is also be a learner)
- individualistic and confident in themselves
- good variety of experience in education at all levels, well-rounded
- someone who will surround themselves with a great team and works well with all team members.

4) What are the issues or hot topics the new superintendent should be aware of so they can get off to a great start?

- Bond issue projects continue the process we are on, make sure on the promises made get done
- good facility management plan
- staffing needs, substitute shortage
- take the temperature of the mental health of the teachers, how much is on your plate professionally
- take the temperature of our students, continue social emotional learning
- social emotional needs of our staff and students
- provide students the resources they need because of the changing in our student population
- flexibility in the schedule to insert teacher work days
- teachers really loved those days without kids and meetings
- fiscally responsible but still look at be innovative
- Friday PLC time is so important

SUPERINTENDENT'S CONTRACT OF EMPLOYMENT 2023-26
DOUGLAS COUNTY SCHOOL DISTRICT 28-0054 (RALSTON PUBLIC SCHOOLS)

THIS EMPLOYMENT AGREEMENT (“Agreement”) is entered into this ____ day of _____, 20__ by and between the Board of Education of Douglas County School District 28-0054, (the “Board”), and _____ (the “Superintendent”).

RECITALS

WHEREAS, the Board desires to enter into this Agreement for the employment of the Superintendent and the Superintendent desires to become employed in order to render services for School District No. 28-0054 of Douglas County, Nebraska (the “District”) on the terms and conditions set forth in this Agreement.

In consideration of the mutual promises and covenants set forth below, and other good and valuable consideration, the receipt and sufficiency of which is hereby acknowledged, the parties, intending to be legally bound, hereby agree as follows:

1. ***Superintendent's Duties.*** The Superintendent’s duties shall be as prescribed by statute and by Board policies, rules, regulations and directives. The Superintendent agrees to devote his or her full time, skill, labor and attention to his or her duties throughout the Term (hereinafter defined). He or she shall be subject to the direction and control of the Board at all times and shall perform such administrative duties as the Board may assign him or her from time to time. Subject to advance approval by the Board, he or she may undertake consultative work, speaking engagements, writing, lecturing, or other professional duties and obligations so long as they do not interfere with carrying out his or her duties and obligations to the District. Provided, Board approval shall not be required for such work which the Superintendent performs during his or her vacation time.

2. ***Professional Status.*** The Superintendent affirms that he or she is not under contract with any other school board or board of education covering any part or all of the same term provided in this Agreement. Throughout the Term (hereinafter defined), he or she will hold a valid and appropriate certificate to act as a superintendent of schools in the State of Nebraska which he or she will register and maintain on file in the central administrative office of the District. This Agreement shall not be valid prior to the date that he or she registers his or her certificate and the Board will not compensate him or her for any services performed prior to that date.

3. ***Board-Superintendent Relationship.*** The Board shall be primarily responsible for formulating and adopting Board policy. The Superintendent shall be the chief administrative officer for the District and shall be responsible for implementing Board policy. He or she shall organize, reorganize, and arrange the administrative and supervisory staff, and select, place and transfer personnel with the concurrence of the Board. He or she is responsible for administering the instruction of students and the business affairs of the District. The Board members agree, individually and collectively, to promptly refer all criticisms, complaints, and suggestions called to their attention to the Superintendent for action, study and/or recommendation, as appropriate.

4. ***Base Salary.*** The Superintendent’s annual base salary shall be \$_____, unless and until adjusted as set forth below (the “Base Salary”). The Superintendent’s Base Salary shall be paid, less applicable withholdings, in 12 equal monthly installments beginning in the

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month of July 2023. The Board shall pay the net salary in equal installments on the District's regular pay dates for professional staff employees of the District. During the term of this Agreement, the Board shall not reduce the Superintendent's Base Salary or fringe benefits, but may increase any or all of the same through an amendment hereto without such amendment requiring a hearing or extending the term of this Agreement.

5. ***Fringe Benefits.*** During the Superintendent's employment with the District, the Superintendent shall be eligible to participate in any employee benefit plans and programs generally made available to similarly situated employees of the District as described in the "Administrative Handbook (Certified Administrators Salary and Fringe Benefits)" attached hereto as Exhibit "A" (the "Benefits Summary"). All benefits outlined in the Benefits Summary shall be provided in a manner consistent with the terms and conditions of the applicable benefit plans or programs listed therein. The District reserves the right to modify, alter, or discontinue any benefits listed in the Benefits Summary at any time in its sole discretion. In the event of any conflict between the Agreement and the Benefits Summary, the terms of this Agreement shall control.

6. ***Term.*** The term of this Agreement shall commence on July 1, 2023 and shall continue through June 30, 2026 (the "Initial Term"), unless earlier terminated upon the first to occur of the events set forth below. On or before the expiration of the Initial Term, the Board may extend the term of the Agreement for an additional year (the "Extended Term") (the Initial Term and the Extended Term collectively referred to herein as the "Term"), unless earlier terminated upon the first to occur of the events set forth below. In the event the Agreement is not terminated as set forth in this Section, the Agreement shall expire and terminate automatically at the end of the Term and in accordance with the laws of the state of Nebraska. The events for which the Agreement may be terminated prior to the end of the Term are as follows:

a. **Death or Disability.** The date of the Superintendent's death or the Superintendent's physical or mental disability which prevents the Superintendent from performing the essential functions of the Superintendent's duties as an employee of the District, with or without reasonable accommodation as defined by the Americans with Disabilities Act.

b. **For Cause.** At the election of the Board, and subject to the provisions of this Section 6(b) and the laws of the state of Nebraska, the Superintendent may be terminated for Cause at any time by the Board immediately upon written notice. For purposes of this Agreement, "Cause" for termination shall be deemed to exist in the event the Board, in its sole discretion, determines that the Superintendent has engaged in or exhibited any of the following: (i) incompetence; (ii) neglect of duty, gross negligence, or willful misconduct; (iii) unprofessional conduct; (iv) immorality, conduct involving moral turpitude, dishonesty, or fraud; (v) conviction of, or plea of guilty or no contest to, any felony; (vi) physical or mental incapacity which causes an inability to perform the necessary functions of the Superintendent position; (vii) cancellation, termination, revocation, or suspension of any certification required to act as the Superintendent; (viii) failure to give evidence of professional growth as approved by the Board; (ix) other conduct which interferes substantially with the continued performance of duties; (x) any conduct that is materially harmful to students or the District; or (xi) any breach of the material terms of this Agreement.

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c. Resignation. At any time; provided, however, such resignation shall not become effective until expiration of the Term unless an earlier date is accepted by the Board and there shall be no penalty for such release from this Agreement.

d. Mutual Agreement. At any time upon the mutual written agreement of the parties.

7. **Transportation.** The Board shall reimburse the Superintendent for mileage required in the performance of his or her official duties at a rate approved by the Board.

8. **Deductions.** This Agreement shall conform to the statutes and regulations governing deductions from compensation. The District may withhold other deductions as the Superintendent and Board may agree.

9. **Payments Upon Termination.** Upon lawful termination of this Agreement for any reason, the Superintendent shall be paid his or her Base Salary, unreimbursed business expenses, and benefits through the date of termination. The termination of the Superintendent's benefits shall be determined in accordance with the applicable benefit plans or policies then in effect. The Superintendent shall refund any portion of the Base Salary and benefits paid but not earned, prior to the date of termination of this Agreement. Upon termination, he or she shall be paid for any unused vacation days at the daily compensation rate. Except as expressly stated in this Section 9, neither the Board nor the District shall have any other obligation to the Superintendent in the event of a termination of this Agreement.

10. **Evaluation.** The Board shall evaluate the Superintendent at least once each year no later than the Board's June monthly meeting. The Superintendent shall remind the Board members in writing at least 45 days before the date of each upcoming evaluation and provide them with documentation to support their effort of evaluation. This documentation may be in addition to other materials requested by the Board to support the evaluation effort.

11. **Indemnification.** To the extent permitted by law, the Board agrees that it shall defend, hold harmless, and indemnify the Superintendent from any and all demands, claims, suits, actions, and legal proceedings brought against the Superintendent in the Superintendent's individual capacity, or in the Superintendent's official capacity as agent and employee of the District, provided the incident arose while the Superintendent was acting within the scope of the Superintendent's employment. Notwithstanding anything herein to the contrary, this Section shall not apply to legal actions including, but not limited to, professional practice complaints, initiated by the Board against the Superintendent.

12. **Physical or Mental Examination.** If the request is job related and consistent with business necessity (such as a reasonable belief based on objective evidence that the Superintendent's ability to perform the essential functions of his or her position may be impaired by a medical condition), the Board may require the Superintendent to undergo a physical or mental health examination by a health care provider of the Board's choosing. The health care provider will be asked to report to the Board whether the Superintendent is able to perform the essential functions of his or her position with or without reasonable accommodation.

13. **Governing Law and Venue.** This Agreement shall be governed by, construed, and enforced in accordance with the laws of the State of Nebraska. Each party agrees that any action by either party to enforce the terms of this Agreement may be brought by the other party in an

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appropriate state or federal court in Douglas County, Nebraska and waives all objections based upon lack of jurisdiction or improper or inconvenient venue of any such court.

14. **Entire Agreement.** This Agreement, including the initial paragraph, the recitals, and the Exhibit to this Agreement, each of which are hereby incorporated by this reference, contains the entire understanding of the parties, supersedes all prior agreements and understandings, whether written or oral, relating to the subject matter hereof, and may not be amended except by a written instrument hereafter signed by the Superintendent and a duly authorized representative of the Board (other than the Superintendent).

15. **Severability.** If any portion of this Agreement shall be declared invalid or unenforceable by a court of competent jurisdiction, such declaration shall not affect the validity or enforcement of its remaining provisions.

IN WITNESS WHEREOF, and intending to be legally bound hereby, the parties hereto have caused this Agreement to be duly executed as of the date first above written.

BOARD OF EDUCATION OF
SCHOOL DISTRICT NO. 28-0054 OF
DOUGLAS COUNTY, NEBRASKA

_____, Superintendent

By: _____
President, For the Board of Education

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EXHIBIT "A"
**ADMINISTRATIVE HANDBOOK (CERTIFIED ADMINISTRATORS SALARY AND
FRINGE BENEFITS)**

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SUPERINTENDENT'S CONTRACT OF EMPLOYMENT 2023-26
DOUGLAS COUNTY SCHOOL DISTRICT 28-0054 (RALSTON PUBLIC SCHOOLS)

~~THIS CONTRACT is made~~ **EMPLOYMENT AGREEMENT** (“Agreement”) is entered into this _____ day of _____, 20____ by and between the Board of Education of ~~Ralston Public Schools, legally known as~~ Douglas County School District 28-0054, (“the “Board” ~~and “the District”~~ respectively), and _____ (the “Superintendent”).

RECITALS

~~WITNESSETH: In accordance with action taken by the Board as recorded in the minutes~~ **WHEREAS**, the Board ~~agrees~~ **desires** to ~~employ~~ **enter** into this Agreement for the employment of the Superintendent; and the Superintendent ~~agrees~~ **desires** to ~~accept such employment, subject to~~ **become employed** in order to render services for School District No. 28-0054 of Douglas County, Nebraska (the “District”) on the terms and conditions set forth herein. ~~This contract shall supersede all previous contracts.~~

~~**Section 1. Term of Contract.** The Board shall employ the Superintendent for a period of three years beginning on July 1, 2023, and ending on June 30, 2026. References in this contract to “contract year” shall mean the period from July 1st through June 30th and shall consist of all days except Saturdays, Sundays, and legal holidays.~~

~~**Section 2.** in this Agreement.~~

In consideration of the mutual promises and covenants set forth below, and other good and valuable consideration, the receipt and sufficiency of which is hereby acknowledged, the parties, intending to be legally bound, hereby agree as follows:

1. **Superintendent's Duties.** The Superintendent’s duties shall be as prescribed by statute and by Board policies, rules, regulations and directives. The Superintendent agrees to devote his or her full time, skill, labor and attention to his or her duties throughout the Term (hereinafter defined). He or she shall be subject to the direction and control of the Board at all times and shall perform such administrative duties as the Board may assign him or her from time to time. Subject to advance approval by the Board, he or she may undertake consultative work, speaking engagements, writing, lecturing, or other professional duties and obligations so long as they do not interfere with carrying out his or her duties and obligations to the District. Provided, Board approval shall not be required for such work which the Superintendent performs during his or her vacation time.

2. **Professional Status.** The Superintendent affirms that he or she is not under contract with any other school board or board of education covering any part or all of the same term provided in this Agreement. Throughout the Term (hereinafter defined), he or she will hold a valid and appropriate certificate to act as a superintendent of schools in the State of Nebraska which he or she will register and maintain on file in the central administrative office of the District. This Agreement shall not be valid prior to the date that he or she registers his or her certificate and the Board will not compensate him or her for any services performed prior to that date.

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3. **Board-Superintendent Relationship.** The Board shall be primarily responsible for formulating and adopting Board policy. The Superintendent shall be the chief administrative officer for the District and shall be responsible for implementing Board policy. He or she shall organize, reorganize, and arrange the administrative and supervisory staff, and select, place and transfer personnel with the concurrence of the Board. He or she is responsible for administering the instruction of students and the business affairs of the District. The Board members agree, individually and collectively, to promptly refer all criticisms, complaints, and suggestions called to their attention to the Superintendent for action, study and/or recommendation, as appropriate.

4. **~~Base Salary and Other Compensation.~~** The Superintendent's annual base salary ~~for the 2023-24, 2024-25, and 2025-26 contract terms~~ shall be \$210,000.00 _____, unless and until adjusted as set forth below (the "Base Salary"). The Superintendent's Base Salary shall be paid, less applicable withholdings, in 12 equal monthly installments beginning in the month of July 2023. ~~The Superintendent may earn performance pay of as much as \$10,000 each contract year. The Board shall award performance pay at the end of the contract year based upon its judgment whether and to what extent the Superintendent met the performance pay criteria that the Board established at the beginning of that contract year. The Board shall pay the performance pay in a lump sum after awarding it.~~ The Board shall pay the net salary in equal installments on the District's regular pay dates for professional staff employees of the District. During the term of ~~the contract~~ this Agreement, the Board shall not reduce the Superintendent's Base Salary, ~~or fringe benefits, or other benefits,~~ but may increase any or all of ~~them as the same~~ through an amendment hereto without such amendment ~~constituting a new contract,~~ requiring a hearing, or extending the term of this ~~contract~~ Agreement.

~~Section 3. Renewal or Amendment of Contract.~~ The term of this contract is set forth in paragraph 1. Each year, the Board shall consider at or before its December meeting, whether to extend the term of the contract for an additional year. Board action to consider the amendment or nonrenewal of the contract shall follow statutory procedures for such actions. It shall be the Superintendent's duty to place the extension of his or her contract on the agenda for the December board meeting.

~~Section 4. Professional Status.~~ The Superintendent affirms that he or she is not under contract with any other school board or board of education covering any part or all of the same term provided in this ~~contract~~. Throughout the ~~contract term~~, he or she will hold a valid and appropriate certificate to act as a superintendent of schools in the State of Nebraska which he or she will register and maintain on file in the central administrative office of the District. This ~~contract~~ shall not be valid prior to the date that he or she registers his or her certificate and the Board will not compensate him or her for any services performed prior to that date.

~~Section 5. Superintendent's Duties.~~ The Superintendent's ~~duties~~ shall be as prescribed by statute and by Board policies, rules, regulations and directives. The Superintendent agrees to devote his or her full time, skill, labor and attention to his or her duties throughout the ~~contract term~~. He or she shall be subject to the direction and control of the Board at all times and shall perform such administrative duties as the Board may assign him or her from time to time.

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~~By agreement with the Board, he or she may undertake consultative work, speaking engagements, writing, lecturing, or other professional duties and obligations so long as they do not interfere with carrying out his or her duties and obligations to the District. Provided, Board approval shall not be required for such work which the Superintendent performs during his or her vacation time.~~

~~**Section 6. Board-Superintendent Relationship.** The Board shall be primarily responsible for formulating and adopting Board policy. The Superintendent shall be the chief administrative officer for the District and shall be responsible for implementing Board policy. He or she shall organize, reorganize, and arrange the administrative and supervisory staff, and select, place and transfer personnel with the concurrence of the Board. He or she is responsible for administering the instruction of students and the business affairs of the District. The Board members agree, individually and collectively, to promptly refer all criticisms, complaints, and suggestions called to their attention to the Superintendent for action, study and/or recommendation, as appropriate.~~

~~**Section 7. Cancellation or Mid-Term Amendment.** The Board may cancel or amend this contract during its term for~~

5. **Fringe Benefits.** During the Superintendent's employment with the District, the Superintendent shall be eligible to participate in any employee benefit plans and programs generally made available to similarly situated employees of the District as described in the "Administrative Handbook (Certified Administrators Salary and Fringe Benefits)" attached hereto as Exhibit "A" (the "Benefits Summary"). All benefits outlined in the Benefits Summary shall be provided in a manner consistent with the terms and conditions of the applicable benefit plans or programs listed therein. The District reserves the right to modify, alter, or discontinue any benefits listed in the Benefits Summary at any time in its sole discretion. In the event of any conflict between the Agreement and the Benefits Summary, the terms of this Agreement shall control.

6. **Term.** The term of this Agreement shall commence on July 1, 2023 and shall continue through June 30, 2026 (the "Initial Term"), unless earlier terminated upon the first to occur of the events set forth below. On or before the expiration of the Initial Term, the Board may extend the term of the Agreement for an additional year (the "Extended Term") (the Initial Term and the Extended Term collectively referred to herein as the "Term"), unless earlier terminated upon the first to occur of the events set forth below. In the event the Agreement is not terminated as set forth in this Section, the Agreement shall expire and terminate automatically at the end of the Term and in accordance with the laws of the state of Nebraska. The events for which the Agreement may be terminated prior to the end of the Term are as follows:

a. **Death or Disability.** The date of the Superintendent's death or the Superintendent's physical or mental disability which prevents the Superintendent from performing the essential functions of the Superintendent's duties as an employee of the District, with or without reasonable accommodation as defined by the Americans with Disabilities Act.

b. **For Cause.** At the election of the Board, and subject to the provisions of this Section 6(b) and the laws of the state of Nebraska, the Superintendent may be

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terminated for Cause at any time by the Board immediately upon written notice. For purposes of this Agreement, "Cause" for termination shall be deemed to exist in the event the Board, in its sole discretion, determines that the Superintendent has engaged in or exhibited any of the following reasons: ~~(a) the cancellation, termination, revocation, or suspension of the Superintendent's certificate (Nebraska Administrative and Supervisory Certificate, or the Nebraska Professional Administrative and Supervisory Certificate) by the State Board of Education; (b) any of the reasons set forth in this contract; (c) the breach of any of the material provisions of this contract; (d)(i) incompetence; (eii) neglect of duty, gross negligence, or willful misconduct; (fiii) unprofessional conduct; (giv) insubordination, including the failure to carry out or enforce Board decisions and policies; (h) immoral conduct or immorality, conduct involving moral turpitude; (i, dishonesty, or fraud; (v) conviction of, or plea of guilty or no contest to, any felony; (vi) physical or mental incapacity; (j) intemperance; (k) conviction of a felony which causes an inability to perform the necessary functions of the Superintendent position; or (lvii) any cancellation, termination, revocation, or suspension of any certification required to act as the Superintendent; (viii) failure to give evidence of professional growth as approved by the Board; (ix) other conduct that which interferes substantially interferes with the Superintendent's continued performance of his or her duties. The procedures for cancellation and amendment shall be in accordance with state statutes; (x) any conduct that is materially harmful to students or the District; or (xi) any breach of the material terms of this Agreement.~~

~~Section 8. Disability. If the Superintendent is unable to perform his or her duties by reason of illness, accident or other disability beyond his or her control, and the disability continues for more than 180 days, or if it is irreparable or permanent as determined by two physicians selected by the Board, or of such a nature as to make performance of his or her duties impossible, the Board may initiate action to cancel this contract, whereupon the respective rights, duties and obligations of the parties hereunder shall terminate, with the exception of any benefits to be paid to the Superintendent under any insurance coverage furnished by the District.~~

~~Section 9.~~

c. Resignation. At any time; provided, however, such resignation shall not become effective until expiration of the Term unless an earlier date is accepted by the Board and there shall be no penalty for such release from this Agreement.

d. Mutual Agreement. At any time upon the mutual written agreement of the parties.

7. Transportation. The Board shall reimburse the Superintendent for mileage required in the performance of his or her official duties at a rate approved by the Board.

~~Section 10. Fringe Benefits. The Board shall provide the Superintendent with the fringe benefits that are set forth in the Administrative Handbook (Certified Administrators Salary and Fringe Benefits) which is incorporated herein as if set forth in full. In addition, the Superintendent shall receive ten (1) additional days of paid vacation annually.~~

~~Section 11.~~

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8. **Deductions.** This ~~contract~~Agreement shall conform to the statutes and regulations governing deductions from compensation. The ~~school~~-District may withhold other deductions as the Superintendent and Board may agree.

~~Section 12. — No Penalty for Release or Resignation.~~ There shall be no penalty for release or resignation by the Superintendent from this contract; provided no resignation shall become effective until expiration of the contract unless accepted by the Board, and the Board shall fix the time at which the resignation shall take effect.

~~Section 13. — Compensation upon~~

9. **Payments Upon Termination and Credit for Accrued Vacation.** Upon lawful termination of this ~~contract~~Agreement for any reason, the Superintendent shall be paid his or her Base Salary, unreimbursed business expenses, and benefits through the date of termination. ~~Thereafter, all salary and benefit obligations to~~ The termination of the Superintendent's benefits shall ~~cease~~be determined in accordance with the applicable benefit plans or policies then in effect. The Superintendent shall refund any portion of the Base Salary and benefits paid but not earned, prior to the date of termination of this ~~contract.~~He Agreement. Upon termination, he or she shall be paid for any unused vacation days at the daily compensation rate.

Except as expressly stated in this Section 149, neither the Board nor the District shall have any other obligation to the Superintendent in the event of a termination of this Agreement.

10. **Evaluation.** The Board shall evaluate the Superintendent at least once each year no later than the ~~board~~Board's June monthly meeting. The Superintendent shall remind the Board members in writing at least 45 days before the date of each upcoming evaluation and provide them with documentation to support their effort of evaluation. This documentation may be in addition to other materials requested by the Board to support the evaluation effort.

11. ~~Section 15. — Legal Actions.~~ ~~If any legal action, including but not limited to a professional practice complaint, is threatened or filed~~Indemnification. To the extent permitted by law, the Board agrees that it shall defend, hold harmless, and indemnify the Superintendent from any and all demands, claims, suits, actions, and legal proceedings brought against the Superintendent as a result in the Superintendent's individual capacity, or in the Superintendent's official capacity as agent and employee of the District, provided the incident arose while the Superintendent was acting within the scope of the Superintendent's good faith performance of his or her duties for the Board, the Board shall pay the expenses of defending such legal action to the maximum extent permitted by law employment. Notwithstanding anything herein to the contrary, this ~~section~~Section shall not apply to legal actions, including, but not limited to, professional practice complaints, initiated by the Board against the Superintendent.

12. ~~Section 16. — Physical or Mental Examination.~~ If the request is job related and consistent with business necessity (such as a reasonable belief based on objective evidence that the Superintendent's ability to perform the essential functions of his or her position may be impaired by a medical condition), the Board may require the Superintendent to undergo a physical or mental health examination by a health care provider of the Board's choosing. The health care provider will be asked to report to the Board whether the Superintendent is able to perform the essential functions of his or her position with or without reasonable accommodation.

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13. ~~Section 17. Governing Law and Venue.~~ This ~~contract~~Agreement shall be governed by, construed, and enforced in accordance with the laws of the State of Nebraska. Each party agrees that any action by either party to enforce the terms of this ~~contract~~Agreement may be brought by the other party in an appropriate state or federal court in Douglas County, Nebraska and waives all objections based upon lack of jurisdiction or improper or inconvenient venue of any such court.

~~Section 18. Amendments to be in Writing.~~ This contract may be modified or amended only by a writing duly authorized and executed by the superintendent and the board.

~~Section 19.~~

14. Entire Agreement. This Agreement, including the initial paragraph, the recitals, and the Exhibit to this Agreement, each of which are hereby incorporated by this reference, contains the entire understanding of the parties, supersedes all prior agreements and understandings, whether written or oral, relating to the subject matter hereof, and may not be amended except by a written instrument hereafter signed by the Superintendent and a duly authorized representative of the Board (other than the Superintendent).

15. Severability. If any portion of this ~~contract~~Agreement shall be declared invalid or unenforceable by a court of competent jurisdiction, such declaration shall not affect the validity or enforcement of its remaining provisions.

IN WITNESS WHEREOF, and intending to be legally bound hereby, the parties hereto have caused this Agreement to be duly executed ~~this contract on~~as of the ~~dates indicated~~below date first above written.

~~Executed by the Board this~~ ___ day of _____, 20__.

~~President, Ralston Board of Education~~ _____ ~~Secretary, Ralston Board of Education~~

~~Executed by the Superintendent this~~ ___ day of _____, 20__.

~~Superintendent~~

BOARD OF EDUCATION OF
SCHOOL DISTRICT NO. 28-0054 OF
DOUGLAS COUNTY, NEBRASKA

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EXHIBIT "A"
ADMINISTRATIVE HANDBOOK (CERTIFIED ADMINISTRATORS SALARY AND
FRINGE BENEFITS)

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Document comparison by Workshare Compare on Tuesday, November 22, 2022
4:26:28 PM

Input:	
Document 1 ID	netdocuments://4875-5253-1007/1
Description	Ralston Public Schools - Superintendent Employment Agreement 2023-2026
Document 2 ID	netdocuments://4875-5253-1007/3
Description	Ralston Public Schools - Superintendent Employment Agreement 2023-2026
Rendering set	Standard

Legend:	
	<u>Insertion</u>
	Deletion
	Moved from
	<u>Moved to</u>
	Style change
	Format change
	Moved deletion
Inserted cell	
Deleted cell	
Moved cell	
Split/Merged cell	
Padding cell	

Statistics:	
	Count
Insertions	103
Deletions	89
Moved from	11
Moved to	11
Style changes	0
Format changes	0
Total changes	214

Bill Review Schedule for 2022

January 10

Jay
Mary

February 14

Samantha
Merv

March 14

Robin
Liz

April 11

Mary
Samantha

May 9

Merv
Liz

June 13

Robin
Jay

July 11

Mary
Samantha

August 8

Jay
Liz

September 12

Samantha
Merv

October 10

Robin
Liz

November 14

Mary
Jay

December 12

Robin
Merv