

**WEeping WATER SCHOOL
DISTRICT #13-0022-CASS COUNTY, NEBRASKA
BOARD OF EDUCATION MEETING
WEeping WATER PUBLIC SCHOOLS BUSINESS ROOM**

NOTICE for this meeting was posted in the identified locations as per district policy.

1. AGENDA
 - 1.a. Call the meeting to order
 - 1.b. Roll Call
 - 1.c. Acknowledgement of Nebraska Open Meetings Act posted
 - 1.d. Excuse absent board members
 - 1.e. Approval of consent agenda
 - 1.e.a. Approval of previous meetings minutes
 - 1.e.b. Notification of meeting publication site, date, and time
 - 1.e.c. Financial Reports and Payment of Bills
 - 1.e.d. Next regular meeting date will be September 11, 2024 at 6:30pm at Weeping Water Public Schools Conference Room, 204 West O Street, Weeping Water, NE
2. Communications
3. Visitors/Open Forum and staff and program presentations
4. Action Items
 - 4.a. Discuss, consider, and take all necessary action to give approval on the proposed proclamations.
 - 4.b. Discuss, consider, and take all necessary action to revise Regulation 5045.1F - Childcare and Prekindergarten Fees
 - 4.c. Discuss, consider, and take all necessary action to adopt a resolution increasing the school district's base growth percentage used to determine its property tax request authority by up to 7%.
 - 4.d. Discuss, consider, and take all necessary action to give approval to the Resolution On School District Standards For Acceptance Or Rejection Of Option Enrollment Applications for the 25/26 school year.
 - 4.e. Discuss, consider, and take all necessary action to allow individual senior activity / academic / athletic banners in the school
 - 4.f. Discuss, consider, and take all necessary action on a superintendent search firm
 - 4.g. Discuss, consider, and take all necessary action to give approval to policies to be reviewed
 - 4.h. Discuss, consider, and take all necessary action to give approval to policies to be revised
5. Reports
 - 5.a. Administration Reports
 - 5.b. Board Reports
6. Adjournment

** Members of the board of education may move to enter "closed" session or adjust the order of the agenda at any point during the regular meeting.



**Weeping Water Public School
Financial Report for Board
August 2024**

FISCAL BUDGET USE PER MONTH

2023-2024 UPDATED: 08/14/24

MONTH END	FISCAL 22 % USED 22 Budget =	FISCAL 22 \$ USED	FISCAL 23 % USED 23 Budget =	FISCAL 23 \$ USED	FISCAL 24 % USED 24 Budget =	General/Food Service FISCAL 24 \$ USED
September	8.24%	\$ 516,539.55	7.86%	\$ 493,251.53	8.12%	\$ 511,449.49
October	8.54%	\$ 535,488.92	8.94%	\$ 561,007.27	7.91%	\$ 498,609.88
November	8.21%	\$ 514,638.41	7.98%	\$ 500,532.42	8.16%	\$ 514,462.24
December	8.98%	\$ 563,121.80	8.84%	\$ 554,328.70	8.96%	\$ 564,744.90
January	8.76%	\$ 549,302.80	8.14%	\$ 510,561.23	7.87%	\$ 496,131.19
February	8.66%	\$ 543,031.91	8.78%	\$ 550,372.60	8.66%	\$ 545,845.39
March	9.01%	\$ 565,226.14	8.18%	\$ 512,849.30	7.95%	\$ 501,182.62
April	8.45%	\$ 529,694.82	8.27%	\$ 518,650.31	8.58%	\$ 540,623.33
May	9.18%	\$ 575,462.89	9.19%	\$ 576,167.26	9.01%	\$ 567,500.40
June	8.65%	\$ 542,271.19	7.13%	\$ 447,120.01	7.92%	\$ 499,229.48
July	8.41%	\$ 527,636.84	7.41%	\$ 464,671.70	7.50%	\$ 472,429.00
August	8.67%	\$ 543,532.22	9.27%	\$ 581,586.71	0.00%	\$ -
Cumulative	103.73%	\$6,505,947.49	99.99%	\$6,271,099.04	90.65%	\$5,712,207.92

	2022	2023	2024
OPERATING BUDGET	\$5,746,903.00	\$5,746,903.00	\$5,948,300.00
W/ SIXPENCE	\$6,271,903.00	\$6,271,903.00	\$6,301,300.00

Weeping Water Public School

Claims for Payment

Signed off by:

Adam Demike, President of the Board		Date
Account Code	Payment Vendor	Invoice Total Invoice Description
01-2-01100-610-002	Amazon E-Commerce	\$1,124.02 Elementary Supplies
01-2-01100-610-001	Amazon E-Commerce	\$609.93 Secondary Supplies
01-2-01200-610-002	Amazon E-Commerce	(\$39.96) SPED Return of Product
01-2-03300-610-000	Amazon E-Commerce	\$239.18 Childcare Supplies
Multiple	Amazon E-Commerce	\$555.51 District Supplies
01-2-02620-610-000	Amazon E-Commerce	\$242.89 Maintenance Supplies
Multiple	Amy Kroll	\$75.00 Monthly Cell Phone Reimbursement
01-2-01200-333-001	Amy Kroll	\$225.12 Mileage Reimbursement
01-2-02620-340-000	Bo Shepard	\$3,950.00 Floor Refinishing
01-2-02510-443-000	Capital Business Systems, Inc. (Lease)	\$890.06 Copier, Lease: 027-1825924-001
01-2-02510-643-000	Capital Business Systems, Inc. (Subscription)	\$50.61 Poster Printer Subscription: CONT18251-01
01-2-02510-643-000	Capital Business Systems, Inc. (Subscription)	\$89.00 Filing Subscription: CONT14736-01
01-2-03300-540-000	Cassgram c/o Stephen C Warga	\$130.00 Advertising
01-2-03300-540-000	Cassgram c/o Stephen C Warga	\$130.00 Advertising
01-2-03541-330-000	Chantelle Wilke	\$792.67 Creative Arts Early Learning Guideline
01-2-02610-410-000	City Of Weeping Water	\$538.28 Monthly Water/Sewer
Multiple	DNTree	\$2,800.00 Service to Build Sunshade for Childcare
01-2-02610-340-000	Duncan Enterprises Inc	\$850.00 Grub Control
01-2-01200-330-000	Educational Service Unit 2	\$25.00 AKroll - Team Leader
01-2-02610-610-000	Egan Supply Company, Inc	\$1,092.56 Supplies for Floor Waxing
01-2-02610-610-000	Egan Supply Company, Inc	\$11.04 Easy Task Spray Buff
01-2-02610-610-000	Egan Supply Company, Inc	\$68.92 Floor Stripper
01-2-02610-340-000	Enviro-Master International	\$10,462.50 Building Cleaning Services
Multiple	ESU Coordinating Council	\$62.00 World Book Power Pack
01-2-02710-810-000	General Fire & Safety Inc	\$404.74 Annual Fire Extinguisher Inspection - Transportation
01-2-02510-810-000	Greater America Distributing	\$289.50 Pepsi App Training
01-2-02510-610-000	Harris Forms	\$338.76 Check Order - 1000
06-2-03100-630-000	Hiland Dairy	\$64.88 Milk
Multiple	Innovative Office Solutions	\$1,270.18 ESUCC Supplies 24/25
01-2-02230-643-000	JourneyEd.com, Inc.	\$500.00 Adobe 24/25 ESUCC
01-2-01100-734-001	JourneyEd.com, Inc.	\$297.60 Microsoft Minecraft Renewal
01-2-02220-640-001	Junior Library Guild	\$2,581.74 Book Levels Renewal
01-2-01200-733-001	Kansas City Audio - Visual	\$2,742.18 65" Interactive Panel
Multiple	Kevin Reiman	\$283.14 Monthly Cell/Mileage Reimbursement
01-2-02510-530-000	Kinetic Business by Windstream	\$655.90 ACCT: 090073839
Multiple	Mary Mozena	\$321.63 Mileage/Cell Reimbursement
Multiple	Meeske Hardware Inc	\$883.79 District Supplies
Multiple	Michelle Heath	\$342.53 Cell Phone/Mileage Reimbursement
01-2-02610-340-000	Mid-America Termite & Pest Control, Inc	\$156.96 Monthly Pest Control - Adding Spider/Ant Control
01-2-02620-430-000	MMC Contractors, Inc.	\$745.00 AHU 2 heat and cool at same time
01-2-02620-430-000	MMC Contractors, Inc.	\$778.23 A# Fault Rm 31
01-2-02620-430-000	MMC Contractors, Inc.	\$551.58 Investigating Leak
01-2-02620-430-000	MMC Contractors, Inc.	\$17,118.48 HP 8 - No Heat
01-2-01100-610-002	Morris Printing Group Inc	\$257.95 Elementary Planners
01-2-01100-610-001	Morris Printing Group Inc	\$217.75 Middle School Planners
01-2-02610-610-000	My Central Supply	\$183.44 Plant Supplies
Multiple	My Central Supply	\$585.76 ESUCC 24/24 Supply Orders
Multiple	My Central Supply	\$314.30 ESUCC 24/24 Supply Orders
01-2-02610-610-000	My Central Supply	\$2,050.32 Plant Supplies
01-2-01100-810-001	NAEA District 1	\$270.00 24/25 District 1 Dues
Multiple	National Art & School Supplies	\$520.02 ESUCC 24/25 Supply Order

01-2-01190-330-000	NDE Early Childhood Traing Center	\$20.00	RBurch - Intro to GOLD for Teachers
01-2-01100-810-001	Nebraska Ag Ed Association (NAEA)	\$275.00	24/25 NAEA State Fees
01-2-02410-810-001	Nebraska Council of School Administrators, Inc.	\$225.00	MMozena-2024 Admin Days (e16625-725859)
01-2-02320-810-000	Nebraska Council of School Administrators, Inc.	\$225.00	KReiman-2024 Admin Days (e16625-725980)
01-2-02710-330-000	Nebraska Safety Center	\$270.00	Category C ELDT - VFlanagan
01-2-02610-340-000	Nebraska State Fire Marshal - Elevator Division	\$144.00	Annual Boiler Inspections/Certificate
01-2-02610-340-000	NMMKS Securities LLC	\$333.00	Service Call
01-2-02610-621-000	Omaha Public Power District (Estimated)	\$10,000.00	ACCT: 1333000080
Multiple	Pyramid School Products	\$428.88	ESUCC 24/25 Supplies
01-2-02510-440-000	Quadient, Inc.	\$89.97	Postage Machine Rental
01-2-02230-432-000	Riverside Technologies, Inc	\$116.00	Break Fix
01-2-02230-432-000	Riverside Technologies, Inc	\$201.00	Break Fix
01-2-02230-432-000	Riverside Technologies, Inc	\$116.00	Break Fix
01-2-01100-440-001	Scholastic	\$109.89	Choices Magazine
01-2-02610-340-000	Summit Fire Protection	\$1,050.00	Hydro-tested System - 12 Yr Maint
01-2-02610-340-000	Summit Fire Protection	\$231.00	Semi-Annual Inspection
06-2-03100-570-000	Sysco	\$737.44	Kitchen Food Orders
01-2-02310-540-000	The Voice News	\$345.86	Public Record Ads
01-2-02620-340-000	TK Elevator Corporation	\$1,035.00	Elevator Maint, Cust #:8002131
01-2-01100-640-002	Typing.com, LLC	\$519.48	Edutyping
01-2-01100-610-001	Uline	\$444.86	Bookshelves
01-2-01100-382-000	Unite Private Networks, LLC	\$420.31	ACCT:WEE3254_2255 (Network)
Multiple	US BANK	\$2,190.82	Monthly CC Fees
01-2-01100-530-000	Verizon Wireless LLC	\$107.34	Cell ACCT: 942359001-00001
01-2-01100-530-000	Verizon Wireless LLC	\$60.08	Cell ACCT: 342439595-0001
01-1-01800-000	Weeping Water Public School - Food Services	\$185.00	Lunch Money - Wanted Extra \$ Paid toward Childcare applied to Lunch Fund - instead of refund
01-2-02610-621-000	WoodRiver Energy, LLC	\$195.50	Customer #: 13005

August 2024 Claims for Payment	\$79,777.12
August 2024 Payroll	\$392,651.88
August 2024 (General Fund/Food Service Fund)	\$472,429.00

Invoices Paid by QCPU Fund

Account Code	Payment Vendor	Invoice Total	Invoice Description
09-2-05000-833-000	Union Bank And Trust Company - Corporate Trust	\$1,374.00	Admin Fees (SRS 2017)
August 2024 QCPU Fund		\$1,374.00	

Fund Transfers

Account Code	Payment Vendor	Invoice Total	Invoice Description
09-2-05000-832-000	Weeping Water Public School - Bond Fund	\$81,035.00	QCPU Bond Int Payment made out of Bond Fund in Error (Series 2017)
01-2-08000-914-000	Weeping Water Public School - QCPU Fund	\$50,000.00	Transfer money to QCPU Fund
01-2-08000-913-000	Weeping Water Public Schools - Activity Fund	\$50,000.00	Transfer Money to Activity Fund
01-2-8000-915-000	Weeping Water Public Schools - Food Services Fund	\$15,500.00	Transfer Money to Food Services Fund
August 2024 Transfers		\$196,535.00	

Total August 2024 All Funds		\$473,803.00	(Less Fund Transfers)
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CASH ASSETS

CASH ASSET REPORT

DATE: 08/15/2024

FUND	ACCOUNT TYPE	INFORMATION	HOLDER	CURRENT BALANCE	BALANCE 12/31/2022
GENERAL FUND/KITCHEN FUND	CHECKING	300380832	Farmers & Merchants	\$ 938,467.05	\$ 156,484.33
	CLOSED ACCOUNT	300382812	Farmers & Merchants	\$ -	\$ -
TOTAL GENERAL FUND				\$ 938,467.05	\$ 156,484.33
ACTIVITY FUND	CHANGE			\$ 1,140.00	\$ 1,140.00
ACTIVITY FUND	PETTY CASH			\$ 100.00	\$ 100.00
ACTIVITY FUND	CHECKING	300444190	Farmers & Merchants	\$ 45,063.54	\$ 102,668.29
OUTSIDE OF ACTIVITY FUND	ELEMENTARY SAVINGS PROGRAM	XXX7959	First Nebraska Bank	\$ 1,815.83	\$ -
OUTSIDE OF ACTIVITY FUND	LIMESTONE COFFEE	300474478	Farmers & Merchants	\$ 10,912.17	\$ -
TOTAL ACTIVITY FUND				\$ 59,031.54	\$ 103,908.29
BOND FUND	MONEY MARKET	95010505	First Nebraska Bank	\$ 763,381.55	\$ 422,835.44
TOTAL BOND FUND				\$ 763,381.55	\$ 422,835.44
QCPUF FUND	CHECKING-2009 & 2010 BAB	86483570	First Nebraska Bank	\$ 91,582.15	\$ 81,993.79
TOTAL QCPU FUND				\$ 91,582.15	\$ 81,993.79
BUILDING FUND	CHECKING	300381079	Farmers & Merchants	\$ 44,732.01	\$ 315,088.46
TOTAL BUILDING FUND				\$ 44,732.01	\$ 315,088.46
DEPRECIATION FUND	CHECKING	300446542	Farmers & Merchants	\$ 83,899.55	\$ 370,011.23
TOTAL DEPRECIATION FUND				\$ 83,899.55	\$ 370,011.23
EMPLOYEE BENEFIT FUND	CHECKING/RETIREMENT	300381061	Farmers & Merchants	\$ 28,980.43	\$ 28,980.40
TOTAL EMPLOYEE BENEFITS FUND				\$ 28,980.43	\$ 28,980.40
STUDENT FEES FUND	CHECKING	85834670	First Nebraska Bank	\$ 24,133.23	\$ 12,621.53
TOTAL STUDENT FEES FUND				\$ 24,133.23	\$ 12,621.53
TOTAL				\$ 2,034,207.51	\$ 1,491,923.47



NATIONAL
**ARTS IN
EDUCATION WEEK**

ARTS IN EDUCATION WEEK RESOLUTION

Expressing support for the designation of the week of September 8th – 13th, 2024 , as Arts in Education Week

Whereas arts education, comprising a rich array of disciplines including media arts, music, theatre, visual arts, and more, is a well-rounded subject and an essential element of a complete education for all students; and

Whereas arts education supports the social and emotional well being of young people in a community by self-awareness, self-efficacy, self-management and perseverance, social awareness and relationship skills are central to any arts education activity, no matter the age and ability of the student or the environment in which the learning takes place; and

Whereas arts education enables students to develop critical thinking and problem solving skills, imagination and creativity, discipline and collaboration, alternative ways to communicate and express feelings and ideas, and cross-cultural understanding, which supports academic success across the curriculum; and

Whereas arts education contributes to personal growth outside of the classroom including increasing a student's likelihood to participate in civic life, volunteerism, altruism, and community engagement; and

Whereas arts education contributes to a welcoming school environment where students can express themselves in a safe and positive way; and

Whereas to succeed in today's economy, students must masterfully develop traits that business leaders demand in a 21st century workforce such as communicating through words, images, sounds, and movement; and

Whereas the arts are an integral part of life in the United States and Weeping Water Public Schools and are an integral part of a complete education which contributes to the vibrancy and vitality of communities and the Nation; and

Be it Resolved, that Weeping Water Board of Education supports the designation of September 8-13, 2024, as Arts in Education Week in calls on all residents to observe the week with appropriate activities.

Adam DeMike, BOE President

Regulation 5045.1F Childcare / Prekindergarten Fees

2024 / 25 childcare rates

- Infants: \$225/week
- Toddlers: \$215/week
- Pre-K during the school year: \$180 / week enrolled in half day WWPS PreK
- Pre-K during the summer: \$205

Discounts

Children of Childcare Employees.

- Children of WWPS childcare employee will be charged at 10% of the normal rate for each child.
- Children of WWPS childcare employees hired after September 1, 2024 will be charged at 50% of the normal rate for each child during their first year of employment. After their first year, they will be charged at a rate set by the board of education.

Children of other WWPS Employees.

- Children of WWPS employees will be charged at 50% normal rate for each child.

Children considered “at-risk” for Sixpence

Children/Families that fall into one of the four at-risk factors and qualify for one of the programs Sixpence slots may attend the childcare center at a discounted rate. This discount may range from 50% up to 100% of the childcare rate. This final rate will be determined by the superintendent or his/her designee based on the following factors.

- Children (birth to age three) whose family income would qualify them for participation in the federal free or reduced lunch program;
- Children (birth to age three) who were born prematurely or at low birth weight as verified by a physician;
- Children (birth to age three) who reside in a home where a language other than spoken English is used as the primary means of communication;
- Children (birth to age three) whose parents are younger than twenty at enrollment or who have not completed high school.

2024/25 Prekindergarten rates

- Non-resident weekly tuition of children who attend Bright Arrows Childcare = \$25
- Non-resident weekly tuition of child who do not attend Bright Arrows Childcare = \$190
- Foundation Aid for 2024/25(basis for the payment of a kindergarten aged student being retained in Prekindergarten) = \$1500**

** - This fee is on top of any non-resident fee that may could also be applied.

Property tax request authority 24-25

On each page, the green column is Weeping Water’s data. I have tried to either eliminate abbreviations or put them in the footer.

Section A									
	General Fund Tax Asking (2023/24 LC-2)	Special Bldg Tax Asking (2023/24 LC-2)	2023/24 TOTAL Property Tax Request	General Fund Non-Property Tax Revenue (2021/22 AFR)	Special Bldg Non-Property Tax Revenue (2021/22 AFR)	2021/22 TOTAL Non-Property Tax Revenue	22/23 TOTAL SPED Reimbursement (2022/23 AFR)	2023/24 TEEOSA Including FOUNDATION AID	TOTAL Property Tax & Non-Property Tax Revenue
WEEPING WATER PUBLIC SCHOOLS	\$4,456,757	-	\$4,456,757	\$246,272	\$13,201	\$259,473	\$141,244	\$463,128	\$5,320,602

SECTION A – TOTAL PROPERTY TAX & NON-PROPERTY TAX REVENUE

From the General and Special Building Funds only – Data collected and added together from the following sources:

- The property tax requests from the current budget year (2023-24)
- Non-property tax revenue reported in the previous year’s Annual Financial Report (2021-22 AFR)
- SPED reimbursement totals reported in the current AFR data year (2022-23 AFR)
- TEEOSO reimbursement total from the current fiscal year (Actual Paid Amt for 2023-24)

Section B				Section C	
Base Growth 3%	Basic Growth % for Membership	Basic Growth % for LEP	Basic Growth % for Poverty	TOTAL BASE GROWTH RATE %	REVENUE CAP Total Revenue X Total Base Growth %
3.0000%	0.0000%	0.0000%	0.3903%	3.3903%	\$5,500,988

SECTION B – TOTAL BASE GROWTH %

The sum of the following percentages:

- 3%
- The annual percentage increase in the student enrollment of the school district multiplied by:
 - One if the school district’s student enrollment has grown by an average of 3% over the preceding 3 years and 150 students over the 3 years; Seven-tenths if the school district's student enrollment has grown by an average of 3% over the preceding 3 years; or four-tenths if growth average below 3%
- The percentage obtained by first dividing the annual increase in the total number of limited English proficiency students in the school district by the student enrollment of the school district and then multiplying the quotient by fifteen hundredths
- The percentage obtained by first dividing the annual increase in the total number of poverty students in the school district by the student enrollment of the school district and then multiplying the quotient by fifteen hundredths

SECTION C – REVENUE CAP

Total Property Tax & Non-Property Tax Revenue (Section A) multiplied by Total Base Growth Percentage total (Section B). This amount is the upcoming year’s (2024-25) total revenue subject to the property tax cap authority calculation.

Section D

General Fund Non-Property Tax Revenue (2022/23 AFR)	Special Bldg Non-Property Tax Revenue (2022/23 AFR)	2022/23 TOTAL Non-Property Tax Revenue (AFR)	2023/24 SPED Actual (SPED FFR May 24)	2024/25 TEEOSA including Foundation Aid (1.30.24)	Prior Years Unused Property Tax Authority	2024/25 PROPERTY TAX REQUEST AUTHORITY
\$608,650	\$647	\$609,297	\$315,927	\$442,638	\$240	\$4,133,367

SECTION D – PROPERTY TAX REQUEST AUTHORITY

The sum of the Revenue Cap (Section C)

- LESS: Non-property tax revenue reported in the most recent available year’s Annual Financial Report (2022-23 AFR) for the General and Special Building Funds
- LESS: 2023/24 SPED reimbursement amount (model will use estimate from November 2023 SPED FFR, certification is revised with actual paid through May 2024)
- LESS: TEEOSO to be paid in the upcoming fiscal year including foundation aid and prior year correction amount
- PLUS: Prior years unused property tax authority

2024-25 Property Tax Request Authority is the maximum amount a district will be allowed to ask between their General and Building fund tax request. This amount does not take into consideration the levy or spending authority requirements which may limit a districts request to an amount below their property tax request authority.

Section E	Section F	Section G
Additional Base Growth Percentage if 70% Board Approval	Amount of Additional Property Tax Authority if Approved	2024/25 Property Tax Request Authority including Board Approved Amount
7%	\$372,442	\$4,505,809

SECTION E - ADDITIONAL BASE GROWTH PERCENTAGE

With 70% Board approval the following additional percentage will apply:

- 7% with average daily membership of 471 students or less

SECTION F – ADDITIONAL PROPERTY TAX AUTHORITY IF BOARD APPROVED

Total Property Tax & Non-Property Tax Revenue (Section A) from the base year (2023-24) multiplied by Additional Base Growth Percentage (Section E). This is the amount of additional property taxes for the General and Building fund that can be levied if the district obtains 70% board approval.

SECTION G – PROPERTY TAX REQUEST AUTHORITY Including additional board approved amount

Sum of Property Tax Request Authority (Section D) and Additional Property Tax Authority (Section F) for the upcoming year (2024-25) which would be the maximum amount a district could levy in the Special Building and General funds without obtaining a voter approved override.

**RESOLUTION OF THE BOARD OF EDUCATION TO
INCREASE BASE GROWTH PERCENTAGE TO
DETERMINE ITS PROPERTY TAX REQUEST AUTHORITY**

WHEREAS, the Board of Education ("Board") for **Cass County School District 13-0022**, commonly known as **Weeping Water Public Schools** (the "School District"), is planning the School District's annual budget for the 2023–2024 school year; and

WHEREAS, the funding needed for the School District to meet its obligations to its students will require an increase in the base growth percentage used to determine the School District's property tax request authority under NEB. REV. STAT. § 79-3403; and

WHEREAS, Nebraska law authorizes the Board, upon an affirmative vote of at least seventy percent (70%) of the Board, to increase such base growth percentage by up to 7%.

BE IT THEREFORE RESOLVED that, pursuant to NEB. REV. STAT. § 79-3405(2), the Board hereby increases the base growth percentage used to determine its property tax request authority for the 2024–2025 budget in an amount of 7%.

Said Resolution was adopted by the Board of Education by a vote of ____ to ____ on the 19th day of August, 2024.

President of the Board of Education

ATTEST:

Secretary of the Board of Education

RESOLUTION ON SCHOOL DISTRICT STANDARDS FOR ACCEPTANCE OR REJECTION OF OPTION ENROLLMENT APPLICATIONS

WHEREAS, Weeping Water Public Schools is committed to providing an education of high quality to its students in an economically efficient manner; and

WHEREAS, the school district's faculty, facilities, and equipment can serve only a limited number of students effectively; and

WHEREAS, the Weeping Water Public Schools 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 has determined the maximum number of students it can serve effectively at any given grade level and in total;

NOW, THEREFORE BE IT RESOLVED that the board adopts the following standards for acceptance or rejection of option enrollment applications:

Special Education Capacity. Capacity for special education services will be determined on a case-by-case basis. If an application for option enrollment received by the school district indicates that the student has an individualized education program under the federal Individuals with Disabilities Education Act, 20 U.S.C. 1400 et seq., or has been diagnosed with a disability as defined in section 79-1118.01, the application will be evaluated by the director of special education services or the director's designee who must determine if the school district and the appropriate class, grade level, or school building has the capacity to provide the applicant the appropriate services and accommodations. The Federal Educational Rights and Privacy Rights Act (FERPA) (20 U.S.C. § 1232g) permits the release of education records when a student seeks or intends to enroll in a different school district.

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

- Each grade level in grades kindergarten through 2: 25 students
- Each grade level in grades 3 through 5: 40 students
- Each grade level in grades 6 through 8: 45 students
- Each grade level in grades 9 through 12: 50 students
- Students in special education programs requiring specific academic and behavioral support is dependent on the IEP needs of the student and will be determined on a case by case basis.

- Total enrollment for the school district: 510 students.

The Board of Education reserves the authority to further determine numeric capacity of classes, grade levels, or school buildings by operation of resolution, by action of the Superintendent as the board's designee, or through freestanding action to the extent permitted by law and policy.

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Other Standards. The school district shall not accept an option student when acceptance of the student:

- (a) Would increase the operating costs of the school district, such as by requiring the hiring of new staff or contracting with outside entities to provide services to the student;
- (b) Would require the procurement of new equipment, technology, or furnishings;
- (c) Would cause or require the rearrangement of caseloads for staff and contracted professionals;
- (d) Is reasonably deemed by appropriate school staff to pose a potential risk to the health or safety of students or staff;
- (e) May pose a risk of adversely affecting the quality of educational services being provided to resident students, as determined by appropriate school staff.

After the above resolution was read, board member _____ moved for passage of the motion. Board member _____ seconded the motion. After discussion, and on roll call vote, the following members voted in favor of the motion: _____.

The following members voted against the motion:

_____.

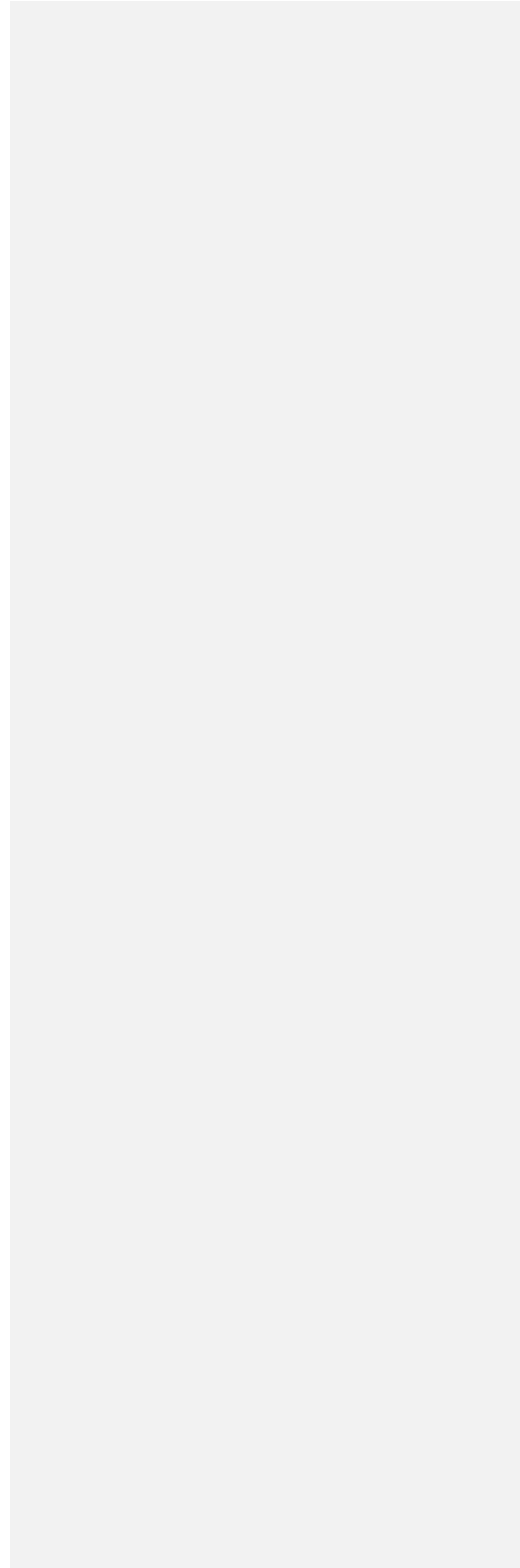
The following members did not vote:

_____.

Having been consented to by a majority of the voting members, the board president declared the motion to have been passed and adopted.

Dated this ____ day of _____, 202_.

President, Board of Education





NASB Superintendent Search
Proposal Prepared for
Weeping Water Public School

Mission Statement of
Weeping Water Public School

“We are a Tribe that: accepts,
inspires, and empowers our students,
families, and community.”

Nebraska Association of School
Boards Mission Statement

“Through Leadership, Innovation,
Vision and Engagement, the
Nebraska Association of School
Boards provides programs, services,
and advocacy to strengthen public
education for all Nebraskans.”



Weeping Water Board of Education,

We appreciate the opportunity to share information on the NASB Superintendent Search Service with the Board of Education. The Nebraska Association of School Boards provides a multitude of services to our members, including superintendent search services.

My name is Shari Becker, and I am the Director of the Nebraska Association of School Boards Education Leadership Search Service. I have been the Director of the Search Service since April of 2013 and worked for the Service for six years prior to becoming the Director.

Hiring a superintendent is one of the most important decisions a school board will make. The NASB Search Service looks at the process through the eyes of a board member. We ensure a highly professional search process that will attract quality applicants but will also bring credit to the board for the manner in which the search is conducted.

Please contact me at the number below if you have any questions. The team at NASB would value the opportunity to work with the Weeping Water board through the search process.

Respectfully submitted,

Shari L. Becker

Shari L. Becker
Director of NASB Education Leadership Search Services
402.416.4483 Cell

Search Service Protocol

In the following section, you will see a detailed outline of the NASB Search Protocol. We typically conduct two meetings during the search process. These can be with the full board or a combination of a committee and the board.

NASB Preliminary Work

- Identify a district contact to assist NASB with district logistics
- Distribute board survey to learn about district strengths and challenges
- Begin creation of marketing brochure
- Advertise vacancy on NASB and other applicable sites

Work Session

- Collaborate with the board or committee to design a timeline to guide the search process
- Review and discuss board survey results and Leadership Profile document

NOTE: Leadership Profile is developed from input directly from board members. The Board will review the Profile and NASB will alter, as necessary. The Profile is then used to guide the Board in selecting interview questions, selecting interview candidates, and assessing the interview process. The Profile will ultimately guide a board retreat once the permanent superintendent begins.

- Discuss search process details, interview questions and schedule structure
- Discuss NASB Statewide Superintendent Salary Survey and compensation package
- Discuss interview questions and procedures
- Discuss participants and logistics of the interview process
- Review and discuss superintendent related documents: job description, evaluation tool, and contract

Note: The Association stipulates in the Search agreement that, following discussion of the contract, the board will communicate and work with the district's school attorney to authorize any changes as the Board deems appropriate to the contract)

NASB Duties

- Recruit to identify quality applicants
- Receive, process, and screen all completed online applications and supporting documentation
- Conduct comprehensive professional and personal reference checks including internet search, criminal background search, adult/child abuse check and credit check

District Stakeholder Survey

- Engage staff, administration, parents, patrons and community leaders through an electronic survey
 - NASB can arrange for a virtual meeting for staff and administrators if requested
- Compile survey comments and provide for board review prior to final meeting

Final Special Meeting

- Present all applicant names and screening results to the Board of Education for review and consideration (unless board requests otherwise)
- Provide a Candidate Interview Assessment document for the board's use to compare candidate materials and candidate interview experience
- Finalize interview schedule and questions
- Discuss final interview details and protocol
- Discuss candidate selection and negotiations protocol

Board Final Duties

- Interview candidates for the position
- Negotiate with the candidate of choice (NASB will assist at the board's request)
- Ratify the contract at an advertised meeting of the board

NASB Final Duties

- Handle communications with all applicants and interview candidates
- Coordinate travel arrangements for candidates
- Attend interviews at the request of the board
- Conduct post-interview conference with interview candidates and communicate information to the board

Transition

- Continue communications with board president and incoming superintendent to ensure a smooth transition
- Provide transition document to incoming superintendent to prepare for entry into the district
- Arrange mentoring for new superintendent if requested
- Conduct retreat with the board once the new superintendent begins.
 - This session fee is included in the search fee except for travel to the district.
- Provide a two-year guarantee for boards who complete the Retreat by December 31 of the first contract year
 - If the superintendent leaves prior to the completion of the first year of their contract, NASB will do the search again with no fee. Expenses will be billed back to the district for travel, background checks, and any additional fee-based advertising.
 - If the superintendent leaves at the end of the 2nd year of their contract, the two-year contract is fulfilled. NASB will conduct a new search with a 50% reduced fee plus expenses.

Engaging Stakeholders

The Association will engage stakeholders in a variety of ways throughout the search process. An electronic survey link will be distributed to staff, administration, parents, patrons, and community leaders. The participants will be asked to provide feedback regarding strengths, challenges, and preferred attributes for the new superintendent.

In addition to eliciting feedback from various stakeholders through the electronic survey, the board may also want to engage stakeholders in the interview process. During our planning session with the board, we will discuss the specifics of the interview schedule. Each interview schedule is unique to the needs of the district. Generally, boards invite a small number of staff members, administrators and community members to meet with the interview candidates. NASB will provide interview questions and training for these stakeholders. The groups will then provide feedback to the board, in written format, as to the strengths and potential weak areas of the interview candidates. The board will review the feedback as they deliberate.

Applicant Screening Process

It is essential the board understands the experience and qualities each applicant brings to the position. NASB will process and screen all completed applications and supporting documentation. The Association protocol for applicant reference checks and background screenings are qualities that set us apart from competing search consultants.

Our typical screening process involves contacting numerous individuals who have worked with the applicant in their current and past positions. This is in addition to the references provided on the application materials. Our screeners will personally contact these individuals.

We will complete an internet search for each applicant, a check of their certificate with NDE, and a OneSource background check for finalists, if time allows. The OneSource background check includes adult/child abuse, criminal and credit history.

NASB will take their direction from the board regarding what manner the board would like applicants presented. Consultants will lead the board through a verbal summary of strengths of candidates and any areas of growth. We will utilize both open and closed session for this process.

Summary of Screening Process

- Screen all completed applications/supporting documentation
- Contact numerous references per applicant for verbal questionnaire
- Provide verbal summary of all applicant information to the board
- Share strengths and areas of growth
- Utilize open and closed session for this process
- OneSource background check

Consultant Details

The search for a Superintendent for Weeping Water Public School will be managed by Director of Search Services, Shari Becker and staff members that specialize in searches and open meetings law.



Shari started with the Association Search Service in 2007 as a Field Consultant and has served as the Director of the Search Service since April 2013. Shari handles recruiting quality educators, facilitating district stakeholder engagement and board work sessions, and screening applicants. Shari is knowledgeable in Open Meetings Law and tracks all superintendent openings in Nebraska. Shari is active with the National Affiliation of Superintendent Searches (NASS). She is currently serving as Chair of the group.

Shari brings a wide range of background experience to her role with the Association. Prior to her employment with NASB she provided recruitment, hiring and training services to a local financial/management company for 13 years. She has her Bachelor's degree in Administrative Resource Management as well as a Post-Baccalaureate in Education. Shari is also a Gallup Certified Strengths Coach and an ODR Approved Mediator.

Board Member References

Ainsworth Community Schools, Brad Wilkins, Board President, (402) 760-1278

Hemingford Public Schools, Justin Ansley, Board President, (308) 760-7004

HTRS Public Schools, Neal Kanel, Board President, (402) 239-7164

Logan View Public Schools, Chad Rebbe, Board President, (402) 380-9104

North Platte Public Schools, Skip Altig, Search Committee Chair, (308) 530-1170

Wakefield Community Schools, Bree Brown, Board President, (402) 369-0401

NASB Fees Associated with the Search

NASB Search Fee

\$6,000

Included in the Search Fee

- All details described in Search Service Protocol including but not limited to
 - Marketing brochure
 - Advertising options with no fee
 - Recruiting quality candidates
 - Creation of Leadership Profile
 - Interview questions, schedule, procedures and support
 - Engagement of stakeholders
 - Review of superintendent personnel documents
 - Collection and screening of all application materials
 - OneSource background checks
 - Interview assessment document
 - Two in person meetings and attendance at interview process if requested by board
 - Negotiations support if requested
 - Communication with board and applicants throughout the process
- Board Retreat after the new superintendent starts
 - To be held prior to December 31 of the first year of the contract
- Two-year Guarantee on the hire
 - If the board follows through with a board retreat with NASB prior to December 31 of the first year of the contract
- Superintendent transition document
- Superintendent transition assistance/mentor (with a minimal additional fee)
- Ongoing support for the board and superintendent

Expenses to be billed back to the district

Travel expenses for NASB Consultants to include mileage and meals (Mileage billed at the standard IRS mileage rate i.e. \$.67 for 2024)

NOTE: If additional planning discussion is required during the search process, NASB may arrange for a virtual meeting with the board, or the board may appoint a committee to work through logistical questions that arise.

NOTE: If the board would like to conduct the planning meetings virtually to save travel expenses, this may be arranged after discussion with NASB.