

MALCOLM PUBLIC SCHOOLS, DISTRICT #148
BOARD OF EDUCATION REGULAR MEETING AGENDA
Monday, May 15, 2023 7:00 PM
SCHOOL DISTRICT BOARD ROOM

{{Name: Agenda Item Name}}

1. **Call Regular Board Meeting to Order - Roll Call**
2. **Pledge of Allegiance**
3. **Consent Agenda**
4. **Communication From the Public: Communications in general or about a specific agenda item.**
5. **Communication From the Board: Updates, Reports, Comments/Questions, or General.**
6. **Unfinished Business**
7. **New Business**
 - 7.1. Discuss, Consider and Take All Necessary Action in Offering the Kindergarten Teaching Position to Andrea Woita
 - 7.2. Discuss, Consider and Take All Necessary Action in Approving the Superintendent's Contract for the 2023-2024 School Year
 - 7.3. Discuss, Consider and Take All Necessary Action in Approving the Multicultural Report for the 2022-2023 School Year.
 - 7.4. Discuss, Consider and Take All Necessary Action in **Appointing the Superintendent of Schools as the Authorized District Representative for All ESU, Local, State, and Federal Programs for the 2023-2024 School Year--this Includes an Authorization for the Superintendent to Submit the MPS Title I Application.**
 - 7.5. Discuss, Consider and Take All Necessary Action as it Pertains to Standing Board Committees
8. **Reports and Discussion Topics**
 - 8.1. Administration Reports and Discussion Topics
 - 8.1.A. Principals
 - 8.1.B. Superintendent
9. **Enter into Executive Session if needed**

(This item will be on the monthly agenda in case something comes up that we need to discuss in an executive session)
10. **Adjournment**

NOTICES:

COPY OF OPEN MEETINGS ACT: The Board of Education makes available at least one current copy of the Open Meetings Act posted in the meeting room at a location accessible to members of the public. The Act is posted on the Bulletin Board on the North wall of the meeting room.

INSTRUCTIONS FOR THOSE WHO WISH TO SPEAK DURING PUBLIC FORUM:

Getting Started: The Board of Education will receive public comment on individual agenda items or communication from any district patron on any issue. When it is your turn to speak during the “Communications from the Public” portion of the agenda, please come forward to the table situated immediately in front of the Board, sign your name and address on the sign-in sheet and state your name to the Board of Education.

Time Limit: You may speak one time, but please limit comments to 5 minutes or less.

Personnel or Student Topic: If you are planning to speak about a personnel or student matter involving an individual, please understand that our policies require that such concerns initially be directed to the administration for consideration. Board members will generally not respond to any questions you ask or comments you may make about individual staff members or students. You are cautioned that slanderous comments are not protected just because they are made at a Board of Education meeting.

General Rules: Please remember that this is a public meeting for the conduct of the business of the Board of Education. Offensive language, personal attacks and hostile conduct will not be tolerated.

SCHOOLS

BY: MALCOLM PUBLIC

BOARD OF EDUCATION

Lancaster County School District #148

Cash Receipts Item Report

[Cycle Name]: "FY22-23"; Created On: 5/10/2023 11:15:03 AM

Account Code Description	Receipt Number	Customer Name	Description	Date Received	Receipt Amount
Interest on Investments	April Int	NDSLAF Special Bldg	Interest	04/28/2023	\$7,817.52
Taxes Levied/Assessed by the School District	LancApril	Lancaster County Treasurer	Local Collections	04/14/2023	\$231,428.45
Taxes Levied/Assessed by the School District	SewApril	Seward County Treasurer	Local Collections	04/06/2023	\$742.79
					\$239,988.76

Lancaster County School District #148

Cash Receipts Item Report

[Cycle Name]: "FY22-23"; Created On: 5/10/2023 11:14:16 AM

Account Code Description	Receipt Number	Customer Name	Description	Date Received	Receipt Amount
Interest on Investments	April Int.	NDSLAF Bond Fund	Interest	04/30/2023	\$695.75
Taxes Levied/Assessed by the School District	LancApril	Lancaster County Treasurer	Local Collations	04/30/2023	\$110,880.66
Taxes Levied/Assessed by the School District	SewApril	Seward County Treasurer	Local Collections	04/30/2023	\$331.03
					\$111,907.44

Lancaster County School District #148

Cash Receipts Item Report

[Cycle Name]: "FY22-23"; Created On: 5/10/2023 11:12:54 AM

Account Code Description	Receipt Number	Customer Name	Description	Date Received	Receipt Amount
Interest on Investments	April Int.	Union Bank Interest	Interest	04/28/2023	\$11.23
Interest on Investments	AprilStift	Union Bank Interest	SifitiInterest	04/28/2023	\$824.59
					\$835.82

Lancaster County School District #148

Cash Receipts Item Report

[Cycle Name]: "FY22-23"; Created On: 5/9/2023 11:28:21 AM

Account Code Description	Receipt Number	Customer Name	Description	Date Received	Receipt Amount
Daily Sales Reimbursable Meals	20-132	Patrons/Students	Student Lunches	04/06/2023	\$2,810.00
Daily Sales Reimbursable Meals	20-133	Patrons/Students	Student Lunches	04/06/2023	\$2,330.00
Daily Sales Reimbursable Meals	20-134	Patrons/Students	Student Lunches	04/20/2023	\$1,295.00
Daily Sales Reimbursable Meals	20-135	Boosters - Music	Malcolm Music Contest	04/20/2023	\$5,316.72
Daily Sales Reimbursable Meals	20-137	Patrons/Students	Student Lunches	04/20/2023	\$2,593.60
Interest on Investments	April Int	Union Bank Interest	Interest	04/28/2023	\$259.77
Federal Nutrition Programs	April State	State of Nebraska	Federal Lunch Program	04/14/2023	\$16,149.18
Daily Sales Reimbursable Meals	Efunds	Patrons/Students	Student Lunches	04/28/2023	\$15,417.00
					\$46,171.27

Lancaster County School District #148

Cash Receipts Item Report

[Cycle Name]: "FY22-23"; Created On: 5/11/2023 2:23:34 PM

Account Code Description	Receipt Number	Customer Name	Description	Date Received	Receipt Amount
Other Non-Revenue Receipts	21-158	Patrons/Students	CPR Class Certifications	04/19/2023	\$252.00
Rentals of School Equipment, Property and Facilities	21-159	Malcolm Mateys, LLC	Before/After School Rental	04/19/2023	\$857.55
ESU Receipts	21-160	ESU	CTE Collaboration Pay	04/19/2023	\$279.89
Other Non-Revenue Receipts	21-161	Patrons/Students	Early Entrance Exam	04/19/2023	\$250.00
Preschool Tuition and Fees	21-162	Patrons/Students	Pre-School Tuition	04/19/2023	\$1,380.00
Other Non-Revenue Receipts	21-163	Boosters - Music	NE Printing BandMasters	04/19/2023	\$437.68
Non-Program Receipts	21-164	Malcolm Lunch Fund	Lunch PR Taxes	04/19/2023	\$5,755.38
Non-Program Receipts	21-165	BCBS Employees	BCBS Premium	04/19/2023	\$629.64
Interest on Investments	April2023STFITInt	Union Bank Interest	STFIT Interest	04/30/2023	\$9,195.29
Multiple	EfundsApr23	Patrons/Students	PS Tuition/Opt Bus Transportation	04/30/2023	\$630.00
Taxes Levied/Assessed by the School District	LancApril23	Lancaster County Treasurer	Local Collections	04/14/2023	\$1,340,525.51
Medicaid Administrative Activities	MACSN22	State of Nebraska	SN2022 MAC Payment	04/26/2023	\$989.70
Taxes Levied/Assessed by the School District	SewApril23	Seward County Treasurer	Local Collections	04/06/2023	\$4,611.22
SPED (School Age)	SPEDApril23	State of Nebraska	SPED FFR Reimbursement	04/20/2023	\$20,829.00
State Aid	StateAidApril23	State of Nebraska	State Aid Payment	04/27/2023	\$364,391.00
					\$1,751,013.86

Financial Summary
4/30/2023

School Accounts

	General	Lunch	Activity	Bus Deprec	Student Fees
Previous Bal 04/01/2023	\$1,985,008.91	\$68,364.93	\$174,136.30	\$233,264.90	\$39,147.00
Receipts April 2023	\$1,751,013.86	\$46,171.27	\$7,805.86	\$835.82	\$280.00
Disbursements -April 2023	\$707,496.90	\$51,693.49	\$17,438.10	\$0.00	\$0.00
Cash in Cking 04/30/2023	\$144,310.62	\$5,427.90	-\$9,459.46	\$10,852.93	\$39,427.00
Invested: April 2023	\$3,435,204.20	\$63,624.70	\$171,634.29	\$234,089.49	

Lanc. Co. Treasurer:

	General	Bond	QCPUF	Spc Bldg
Previous Bal 04/1/2023	\$1,340,525.51	\$110,880.66	\$0.00	\$231,428.45
Receipts -April 2023	\$198,538.46	\$14,302.66	\$0.00	\$31,111.46
Disbursements -April 2023	\$1,342,026.99	\$111,003.37	\$0.00	\$231,693.99
Cash on Hand 04/30/2023	\$197,036.98	\$14,179.95	\$0.00	\$30,845.92

NSDLAF (Investment)

	Spc Bldg	Bond Fund	QCPUF Checking
Previous Bal 04/1/2023	\$1,955,408.60	\$122,555.18	\$0.00
Receipts April 2023	\$239,988.76	\$111,907.44	\$0.00
Disbursements April 2023	\$0.00	\$0.00	\$0.00
Cash on Hand 04/30/2023	\$2,195,397.36	\$234,462.62	\$0.00

	A	B
1	GENERAL FUND EXPENDITURES	
2	May 15, 2023	
3	Payroll	\$329,171.48
4	AAF Flanders	\$2,103.96
5	Amazon	\$148.70
6	A-Tec Recycling Inc.	\$206.50
7	Beach, Beth	\$192.17
8	Beatty, Wendy	\$153.16
9	Big Red Business Center	\$80.00
10	Blair, Alison	\$168.99
11	Butterfield, Gayle	\$4,126.55
12	CDW-G	\$17.80
13	Central Nebraska Rehabilitation Services	\$837.37
14	DAS State ACCTG	\$238.13
15	Diversified Drug Testing	\$152.50
16	Eakes	\$3,850.64
17	Electrical Engineering & Equipment Co.	\$342.00
18	ESU #6	\$737.43
19	First Concord Group	\$75.00
20	Frank, Kelly	\$71.94
21	Harris School Solutions	\$11,555.58
22	Heffelfinger, Ami	\$3,300.06
23	Hometown Leasing	224.48
24	IXL Learning	\$6,319.00
25	Imagine Learning	\$4,500.00
26	Kidwell Communications	\$864.22
27	Kiner Supply	\$672.34
28	Kopecky, Stacy	\$147.13
29	Lakeshore	\$6.64
30	Meehl, Jan	\$168.75
31	Menards	\$93.78
32	Meyer, Shawn	\$2,388.00
33	Moser, Charlie	\$2,498.00
34	NAPA Auto Parts	\$25.98
35	Neb. State Fire Marshall Agency	\$144.00
36	NCSA	\$385.00
37	Nebraska Landscape Solutions	\$2,172.00
38	NIFCO	\$312.50
39	Norris Public Power	\$6,596.10
40	Omaha Truck Center	\$94.88
41	Otte Oil and Propane	2,449.41
42	Rezny, Brock	\$13.80
43	Robotham, Evaline	\$227.55
44	Rogers, Ben	\$15.92
45	Scholz, Jeana	\$83.94
46	School Health	\$1,533.79
47	School Specialty	\$248.58
48	Seward County Independent	\$48.49
49	Shafer, Natalie	\$30.00
50	Southeast Community College	\$14,066.26
51	Staples	\$137.98

	A	B
52	Super Saver	\$227.54
53	Swotek, Edward	\$1,715.76
54	Terwilliger, Ryan	\$887.44
55	TSA Consulting Group	\$83.33
56	Unite	\$534.16
57	Verizon	\$1,358.38
58	Village of Malcolm	\$7,144.22
59	Visa	53.18
60	Walmart	\$12.27
61	Welsh, Cindy	\$612.76
62	Wex	\$4,451.87
63	Wilkins, Sharon	\$267.24
64	Windstream	\$811.76
65		\$422,158.39
66	Out of Cycle	
67	U.S. Postal Service	\$348.94
68	Morrill Hall	\$277.50
69		\$626.44
70	Bond Fund	
71	BOK Financial	\$40,456.25
72		\$40,456.25
73	School Lunch Fund	
74	Payroll	\$9,593.32
75	Bimbo Bakeries USA	\$118.15
76	Cash-Wa Distributing	\$24,899.07
77	DFA Dairy Brands Corporate, LLC	\$3,941.20
78	Domino's	\$702.00
79	Pepsi-Cola of Lincoln	\$75.60
80	School Health	\$969.00
81	Super Saver	\$23.04
82	Sysco	\$1,601.86
83		
84		\$41,923.24
85		
86		
87		

	C
1	
2	
3	Payroll Expenses/Benefits
4	Filters
5	FCS Ref. Door Handle , External Hard drives/USB's
6	Fluorescent Bulb Recycling
7	Reimbursement for Classroom Supplies
8	Reimbursement for Classroom Supplies
9	Lunches for College Visit
10	January 2023- May 2023 Mileage Reimbursement
11	Occupational therapist/SPED Services
12	DYMO Sharpie Fine Blue
13	Vision SPED Services
14	Internet Service March 2023
15	DOT Testing
16	EGold Fax/Copier Supplies
17	Lighting Supplies
18	Technology/Professional Development
19	Flex 125 Adm Fee/Annual Maint. Fee
20	Landscaping Supplies
21	AptaFund/AA Web Hosting/GoEdustar
22	Psychological Services
23	Monthly Copier Leases - June23
24	IXL Site License
25	K-12 Odysseyware
26	Lighting Replacement
27	PreK Sink Sensor
28	Reimbursement for Classroom Supplies
29	Magnetic Write-Wipe Lapboard
30	April 23 SPED Services
31	Maintenance Supplies
32	Baseball Stipend
33	Baseball Stipend/Coach Certification
34	Oil Filters
35	Boiler Inspections
36	DSweet 23-24 Membership
37	Lawn Chemicals
38	Repair Tamper Switch
39	March 2023 Electric Charges
40	Uplander Inspection
41	Propane
42	Teachers Pay Teachers
43	Mileage Reimbursement Mar 23
44	FCS Reimbursement
45	Reimbursement for Classroom Supplies
46	Health/Athletic Office Supplies- High School and Westfall
47	Coop Order/ Dallas -Prewrap/Stop Watches
48	Legal Meetings Notice/HS Subscription
49	FCS Reimbursement
50	Career Academy Fall & Spring Semester
51	Coop Supplies-WF Office

	C
52	FCS Supplies
53	Reimbursement for NASB 2023
54	January 2023- May 2023 Mileage Reimbursement
55	Retirement Plan Administration
56	Distance Learning Cable
57	Cellphone Service/Cellphones
58	Water/Sewer Service/Ballfield Lights
59	FCS Food/Supplies
60	FCS Supplies
61	Reimbursement for Classroom Supplies
62	School Vehicle Fuel
63	April Mileage Reimbursement
64	Phone Service
65	Total
66	
67	April 2023 Clipper Postage
68	4th Grade Field Trip
69	Total
70	
71	Principal on Debt Service
72	Total
73	
74	Payroll Expenses
75	Baked Foods
76	Food Supplies
77	Milk
78	Pizza
79	Aquafina
80	Kitchen Supply Golves
81	Food Supplies
82	Food Supplies
83	
84	Total
85	
86	
87	

**Minutes – Board of Education
April 17, 2023**

The Board of Education, School District #148, Lancaster County, Nebraska, met on Monday, April 17, 2023 at 7:00PM in open and public session at 10004 NW 112th St., Malcolm, Nebraska. The Notice of the meeting was published in the minutes of the March 20th, 2023 meeting of the Board, in the March 29, 2023 issue of “*The Clipper* and the Seward Independent of April 12th 2023. Board members present were: William England, Tera Heidtbrink, Lucas Mitchell, Tony Nutter, Amy Spellman, Ed Swotek. Administrators present were Ryan Terwilliger, Greg Adams and Amber Dolliver. Mr. Nutter called the meeting to order a 7:00PM and noted that the Open Meetings Act is posted on the north wall of the meeting room.

England moved, seconded by Mitchell, to approve the Consent Agenda. Ms. Blair presented an updated list of bills and answered questions from the Board. Voting by roll call: AYES-Swotek, England, Heidtbrink Mitchell, Nutter, Spellman. NAYS – None. Motion passed.

**Financial Summary
3/31/2023**

School Accounts	General	Lunch	Activity	Bus Deprec	Student Fees
Previous Bal 03/01/2023	\$1,963,342.59	\$76,083.97	\$179,591.86	\$232,431.32	\$38,567.00
Receipts March 2023	\$703,355.25	\$41,005.08	\$20,462.48	\$846.00	\$690.00
Disbursements - March 2023	\$640,125.24	\$42,290.00	\$28,615.26	\$0.00	\$0.00
Cash in Cking 03/31/2023	\$550,988.95	\$6,209.89	-\$13,284.79	\$10,841.70	\$39,257.00
Invested:March 2023	\$1,985,008.91	\$68,364.93	\$174,136.30	\$233,264.90	

Lanc. Co. Treasurer:	General	Bond	QCPUF	Spc Bldg
Previous Bal 03/1/2023	\$134,753.71	\$8,935.69	\$0.00	\$19,554.46
Receipts -March 2023	\$1,352,398.13	\$111,887.58	\$0.00	\$233,523.91
Disbursements March 2023	\$146,626.33	\$9,942.61	\$0.00	\$21,649.92
Cash on Hand 03/31/2023	\$1,340,525.51	\$110,880.66	\$0.00	\$231,428.45

NSDLAF (Investment)	Spc Bldg	Bond Fund	QCPUF Checking
Previous Bal 03/1/2023	\$1,928,489.63	\$113,129.49	\$0.00
Receipts March 2023	\$26,918.97	\$9,425.69	\$0.00
Disbursements March 2023	\$0.00	\$0.00	\$0.00
Cash on Hand 03/31/2023	\$1,955,408.60	\$122,555.18	\$0.00

Communications From The Public – Mattie Kucera updated the board on Student Council. They will be helping out the People’s City Mission on Wednesday, April 19, 2023 to help sort donated items. Shoe drive is complete, students donated shoes or donated money for paper shoes.

Communications From The Board-Mr. Swotek offered comment on legislature happenings, and other items- see appendix.

Unfinished Business – None

New Business –

Swotek moved, seconded by Heidtbrink, to Approve Angie Kopecky for the Temporary Early Retirement Incentive Plan. Voting by roll call: AYES- England, Heidtbrink, Mitchell, Nutter, Spellman, Swotek. NAYS- None. Motion passed.

Spellman moved, seconded by England to Deem the Old Wrestling Singlets Excess Property. Voting by roll call: AYES- Heidtbrink, Mitchell, Nutter, Spellman, Swotek, England. NAYS- None. Motion passed.

Spellman moved, seconded by Mitchell to change the Long-Term Substitute Pay as discussed. Voting by roll call: AYES- Mitchell, Nutter, Spellman, Swotek, England, Heditbrink. NAYS- None. Motion passed.

England moved, seconded by Heidtbrink to accept the resignation of Michael Trausch. Voting by roll call: AYES- Nutter, Spellman, Swotek, England, Heidtbrink, Mitchell. NAYS – None. Motion passed.

Spellman moved, seconded by Mitchell to accept the resignation of Allison Hunt. Voting by roll call: AYES- Spellman, Swotek, England, Heidtbrink, Mitchell, Nutter. NAYS- None. Motion passed.

Administrative Reports –

Greg Adams, High School Principal

- ACT Testing completed on National ACT Day. Six students will complete the make –up ACT on National Make-up day.
- We welcomed two new Ukrainian students in the Jr. High and High School. Brittini Peltz is doing an excellent job with them.
- Completed Lock Down drill with Officer Piitz,
- National Honor Society – 18 Students added
- Preparing for Graduation.

Mrs. Amber Dolliver, Westfall Elementary Principal

- Welcomed one new Ukrainian student to Elementary. Brittini Peltz has taken the lead with their assimilation and is doing a fantastic job.
- District Assessments – Starting and will continue for the next – three weeks.

Superintendent Ryan Terwilliger

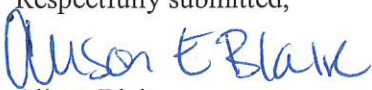
- Attended NRCSA Conference
- Executive team is working on a follow-up teacher survey items.

Swotek moved, seconded by England, to enter into executive session at 7:55PM for the prevention of needless injury to the reputation of an individual, if such individual has not requested a public meeting. Voting by roll call: Swotek, England, Heidtbrink, Mitchell, Nutter, Spellman. NAYS: None. Motion passed.

Swotek moved, seconded by Heidtbrink, to exit executive session at 8:26PM. Voting by roll call: England, Heidtbrink, Mitchell, Nutter, Spellman, Swotek. NAYS- None. Motion passed.

With no further business before the Board, Mitchell moved, seconded by England, to adjourn. Chairman Nutter declared the meeting adjourned by acclamation at 8:27PM.

Respectfully submitted,



Alison Blair

Recording Secretary

The next regular meeting of the Board of Education will be Monday, May 15, 2023 at 7:00PM at the District Board Room, 10004 NW 112th St., Malcolm, NE. An agenda will be published the Friday before each meeting.

Appendix

Board Reports: Ed Swotek

- Legislature Update
- Monday, April 17, 2023 – Day 63 of 90-day session
- After initial filibustering, some progress on priority legislative bills (education funding, taxes, conceal carry, etc.)
- Thursday, April 13, 2023: LB 574 (Let Them Grow Act – prohibits gender affirming care for individuals under age of 19) advanced to Final Reading
- Sen. Machaela Cavanaugh vowed to filibuster all remaining bills
- Fewer bills likely to make it to Governor’s Desk this session
- Last 30 days of session – more negotiations among senators taking place
- More “Christmas Tree” bills (packaging of multiple bills/parts of bills) this session
- School Funding (Christmas Tree package)
- LB 583/589/681 – “Pillen Plan”; LB 583 Sanders/Priority (at request of Governor); advanced to Select File
- LB 583 Amendment – Removes \$1,500/student Foundation Aid from option students;

foundation aid for first two years included as formula resources – following years 60% included; adds a supplemental special education allowance; requires districts to file additional reporting with NDE

- LB 320 – “Nebraska Plan” amendment failed; added \$70M to cost
- Option Enrollment
- LB 414 – Change Provisions; advanced to General File; inconsistent use of term “capacity” in reference to SPED students, add'l reporting to NDE, moves option capacity deadline to October 15 rather than March 15; no movement since 3/9/23
- LB 550 – Unlimited Optioning (Sen. Ballard); Lobbyist: Yes. Every Kid. No movement
- Others
- LB 575 – Sports and Spaces Act; Clements/Priority; no movement yet
- LB 753 – Opportunity Scholarships Act; tax credits for private schools; Linehan/Priority (at request of Governor); already advanced to Final Reading; allocates \$25M in 2024, 2025, 2026 with annual increases of 25% thereafter to \$100M
- Parental Involvement/School Safety/Teacher Shortage/Student Behavior
- NASB Legislative Trip – Washington D.C. (April 23-26, 2023)
- Purpose
- Establish/Renew Relationships with NE Congressional Delegation/Fed Officials
- Learn Federal Education Initiatives
- Stress Local Control
- Federal Funding/SPED
- Schedule (Monday, April 24, 2023)
- Meeting w. Matt Bloomstedt (Principal Consultant) and Reg Leichty (Founding Partner/Atty)
- Foresight Law + Policy: Educational Law, Policy and Advocacy Firm in Wash. DC
- Federal Overview, CTE, U.S. Dept. of Education
- Schedule (Tuesday, April 25, 2023)
- Meeting w. U.S. Dept. of Education Undersecretary
- Oversight, Elem/HS Education Initiatives
- Meetings w. Nebraska Congressional Delegation
- Sens. Fischer and Ricketts; Reps. Bacon, Flood, Smith
- Dinner w. Flood (confirmed); Fischer & Bacon (invited)
- Schedule (Wednesday, April 26, 2023)
- Nebraska Breakfast w. Nebraska Congressional Delegation

CONTRACT OF EMPLOYMENT WITH SUPERINTENDENT

THIS CONTRACT is made by and between the Board of Education of the **Lancaster County School District 55-0148, a/k/a Malcolm Public Schools**, hereinafter referred to as “the Board,” and Ryan Todd Terwilliger, hereinafter referred to as “the Superintendent.”

WITNESSETH: That in accordance with action taken by the Board as recorded in the minutes of the Board meeting held on the 15th day of May 2023, the Board hereby agrees to employ the Superintendent, and the Superintendent hereby agrees to accept such employment, subject to the following terms and conditions:

1. Term of Contract. This Contract is for a term of one (1) year beginning on the 1st day of July, 2023, and expiring on the 30th day of June, 2024. A “contract year” for purposes of this Contract shall be from July 1 to June 30. From which come 260 contract days and 251 duty days for each contract year. Extensions (“roll-overs”) may occur as follows:

- A. Superintendent’s Notice of Intent to Extend. In the Initial Term, the Superintendent shall, between December 1, 2023 and December 31, 2023, give the President of the Board a “Superintendent’s Notice of Intent to Extend,” which is a written notice that the Superintendent intends to extend the Contract for a period of one (1) year. In an Extended Term, the Superintendent’s Notice of Intent to Extend shall be given between December 1 and December 31 each year. In the event a Superintendent’s Notice of Intent to Extend is not given within the specified time, the Contract shall not be extended.
- B. Board Action on Notice of Intent to Extend. In the event the Board has received a Superintendent’s Notice of Intent to Extend, the Board shall, in the Initial Term, have until on or before February 16, 2024 to give the Superintendent a “Notice of Intent to Not Extend,” which is a written notice that the Board does not want to extend the Contract. The Board shall have until on or before February 16th in an Extended Term to give a Notice of Intent to Not Extend. In the event the Board does not give a Notice of Intent to Not Extend, or of a notice of possible non-renewal or cancellation, the Contract shall be extended for an additional term of one (1) contract year.
- C. Notice of Non-Renewal. The failure to extend does not automatically effect a non-renewal of the Contract. The deadline to give a notice of non-renewal is, by law, April 15th.

2. Salary. The annual salary for the 2023-2024 contract year shall be: \$173,240.00 (one hundred seventy-three thousand, two hundred forty dollars). The annual salary shall not be less than the salary for the prior contract year in the absence of mutual agreement between the Board and the Superintendent. Said annual salary shall be paid in equal installments in accordance with the policy of the Board governing payment of certificated employees of the District.

In the event that the Superintendent is elected to any other office or offices of the Board of Education or in connection with the District, the Superintendent shall perform the duties of such other office or offices without remuneration other than that as provided in this Contract.

The District, acting by and through its Board of Education, reserves the right to adjust the

annual salary during the term of this Contract, said salary adjustment, however, not to reduce the annual salary to any lesser amount than that as above stated. Any adjustment in salary made during the term of this Contract shall be in the form of an amendment and shall become a part of this Contract; provided, however, that in making any such salary adjustment, it shall not be considered that the District has entered into a new Contract, nor shall the termination date of this Contract be thereby extended unless the Board of Education, by specific action, shall expressly extend such termination date. In no event shall any such extension, together with the unexpired term of this Contract or any prior extension, be for a period in excess of three (3) years.

This Contract shall conform to the regulations governing deductions with reference to Withholding Tax, Social Security and School Employees' Retirement Act. Other deductions may be withheld as agreed to by the parties to this contract.

3. **Benefits.** As further consideration for the services to be performed by the Superintendent, it is agreed as follows:
 - A. **Leave Benefits.** Paid leave is available to the Superintendent when the following specific conditions are met: (1) the Superintendent is currently employed by the District and (2) the paid leave day is taken on a day Superintendent would otherwise be expected to be at work.
 1. **Vacation.** The Superintendent shall be allowed twenty (20) working days of vacation leave each contract year. Vacation shall not be taken at times that would interfere with the Superintendent's attendance at regularly scheduled Board meetings or at times when the Superintendent's duties require the Superintendent's attendance at school (e.g., beginning and end periods of the school year).
 2. **Carry-over and Accumulation of Vacation Days.** Vacation is to be used during each contract year. Vacation days are to be used in the contract year in which it becomes available. There is no carry-over or accumulation of unused vacation leave from one contract year to another contract year. Any unused vacation days remaining from a prior contract year shall be subtracted from the number of vacation days the Superintendent has for the following contract year, such that the total vacation days at the beginning of each contract year be 20 days. Upon ending employment, unused vacation days will not be paid except to the extent required by law. If payable, unused vacation will be paid at the effective daily rate of pay at the time each unused vacation day first became available. There shall be no pay for unused vacation days in the event the Board determines that the Superintendent has engaged in misconduct which provides just cause for termination or cancellation.
 3. **Sick Leave.** The Superintendent shall receive sick leave granted other certificated employees of the District. There shall be no pay for unused sick leave.
 4. **Holidays.** The following days shall be holiday days and not working days: Good Friday, Memorial Day, July 4th, Labor Day, Thanksgiving, the day after Thanksgiving, Christmas Eve, Christmas Day, and New Years Day.
 5. **Log.** The Superintendent shall maintain a current log of used vacation and sick leave days with the Superintendent's Business Manager. The

Superintendent will notify the Board President when vacation days are used.

- B. Insurance and Cafeteria Plan. The school district shall pay \$1,366.25 per month (\$16,395.00 per year) for a cafeteria fringe benefit package. The money may be used for programs such as life insurance, health insurance, or the superintendent may elect to receive all or part of the fringe money in cash.
- C. Meetings and Dues. The Superintendent shall be a member and attend appropriate professional meetings of appropriate educational organizations at the local and state level. Approved organizations are: Nebraska Council of School Administrators, the Nebraska Rural Community Schools Association, and the Association for Supervision and Curriculum Development. Others may be approved by the Board upon the Superintendent's request. The dues for such membership and the reasonable and necessary expenses of such meetings shall be reimbursed by the District consistent with Board policies.
- D. Transportation Expenses. The School District will provide a school vehicle for transportation needed in the performance of the Superintendent's official duties. If a school vehicle is unavailable, the reasonable and necessary expenses of transportation required in the performance of Superintendent's official duties shall be reimbursed at the rate set by the Board for District travel.
- E. Indemnification. The District shall, to the extent permitted by law, 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 the Superintendent's official capacity as an agent or employee of the District, provided that the incident arose while the Superintendent was acting (or, in good faith, reasonably believed that the Superintendent was acting) within the scope of the Superintendent's employment with the District and the District is not in an adverse position in the legal proceedings. This provision shall not apply to criminal proceedings against the Superintendent and shall not obligate the District beyond any applicable insurance coverage the District has available.
- F. Other Benefits. The Superintendent may be provided such other benefits or leaves (Personal and Bereavement) as are provided to certificated employees of the District in the Board's discretion, except as otherwise provided herein, provided the Administrator meets the conditions and eligibility requirements for such benefits. There shall be no pay for unused personal leave.

4. Duties. The Superintendent is employed as the Superintendent for the District. The Superintendent shall perform the duties of such positions as are regularly and customarily expected for such positions and such duties and responsibilities as are set forth in Board Policy or Regulation for such positions. The Superintendent shall be subject to such other duties as the Board may assign from time to time. The Superintendent agrees to devote full time to the assigned duties, provided that with the advance agreement of the Board of Education, the Superintendent may undertake consultative work, speaking engagements, writing, lecturing or other professional duties.

In performing the assigned duties, the Superintendent shall be governed by the policies, regulations and directions of the Board of Education. The Superintendent shall in all respects to

diligently and faithfully perform the assigned duties to the best of the Superintendent's professional ability. Regular dependable attendance at meetings of the Board and committees of the Board and other assigned duties is an essential function of the Superintendent's position.

5. Board-Superintendent Relationship. The Board shall have primary responsibility for formulating and adopting Board policy. The Superintendent shall be the chief administrative officer for the District, and shall have primary responsibility for implementation of Board policy. The Superintendent shall be responsible for development of policies for adoption by the Board and for development of regulations and rules consistent with Board policy. In the absence of Board policy on matters which require prompt action, the Superintendent shall have the authority to act using the Superintendent's professional judgment and consistent with legal requirements; provided that the Superintendent shall report the nature of the matter and the action taken to the Board no later than the next regularly scheduled Board meeting. The parties agree, individually and collectively, to promptly refer all criticism, complaints and suggestions called to its attention to the Superintendent for action, study or recommendation, as appropriate.

6. Evaluation of the Superintendent. The Superintendent shall be evaluated twice annually during the first two contract years and once during each subsequent contract year, unless the Board deems additional evaluations appropriate. The Superintendent shall receive a copy of the evaluation and shall have the right to submit a response to the evaluation, which response shall be placed in the Superintendent's personnel file. The Superintendent shall notify the President of the Board to remind the Board of the need to evaluate.

7. Contract Termination. In the event the Superintendent violates any of the provisions of this Contract or performs any act or does anything which is materially harmful to the District, or which substantially inhibits the Superintendent's ability to discharge the duties as set forth herein, including, but not limited to (1) becoming legally disqualified to perform as a superintendent or elementary principal in the State of Nebraska; (2) participation in any fraud; (3) causing any intentional damage to school property; (4) engaging in any unlawful act; (5) any representations in this Contract being determined to be false or incorrect; (6) failure to return a Renewal Agreement by the required date, provided that such date not be prior to March 15 of the final year of the Contract or any extension of the Contract term; and (7) just cause, including: (a) incompetency, which includes, but is not limited to, demonstrated deficiencies or shortcomings in knowledge of subject matter or teaching or administrative skills; (b) neglect of duty; (c) unprofessional conduct; (d) insubordination; (e) immorality; (f) physical or mental incapacity; (g) failure to give evidence of professional growth as required by law; or (h) other conduct which interferes substantially with the continued performance of duties; then the Superintendent may be discharged in accordance with applicable law. Contract amendment, cancellation or termination may occur due to a reduction in force. Suspension or other disciplinary action may be enforced in accordance with applicable law. Upon lawful termination of this Contract for any reason, the compensation to be paid hereunder shall be an amount which bears the same ratio to the annual salary specified as the number of months or fraction thereof to the date of such termination bears to the twelve months in the annual salary period in which termination occurs. Any portion of the salary paid, but not earned, prior to the date of termination of this Contract, and any sums owing to the District by the Superintendent, shall be set off from sums due to the Superintendent and, if the sums owing to the District are in excess of the sums due the Superintendent, the amount owing shall be immediately refunded by the Superintendent.

The Board of Education may require a certificate of health and physical fitness of Superintendent in accordance with applicable law at any time while this Contract is in force. Should the Superintendent be unable to perform the Superintendent's duties by reason of mental or physical capacity or any reason beyond the Superintendent's control, and said disability exists for a period exceeding the Superintendent's sick leave allowance, the Board of Education may, in its discretion, make a proportionate reduction from the salary and benefits, and if such disability continues or is permanent, or of such nature as to make the Superintendent unable to perform essential functions of the positions for which the Superintendent is employed, the Board of Education may, at its option, cancel or terminate this agreement whereupon the respective duties, rights and obligations hereof shall terminate.

8. Representations and Legal Requirements. The Superintendent affirms that: (1) the Superintendent holds or will hold a valid and appropriate certificate to act as a certificated employee in the State of Nebraska to perform the assigned duties throughout the term of this Contract and any extensions of this Contract; (2) the required certificate to perform the assigned duties shall be registered as required by law; it being understood and agreed that this contract is not valid until the required certificate is registered in accordance with law and that the Superintendent shall not be compensated for any services performed prior to the date of registration of this certificate; and (3) the Superintendent is not under contract with another board of education within the State of Nebraska covering any part of or all of the same time of performance as provided for in this Contract.

The Superintendent further warrants and represents as follows: (1) all information set forth in the Superintendent's application for employment and other information provided by the Superintendent in seeking employment are true and accurate, and if said information ceases to be true, Superintendent will advise the Board of Education immediately; (2) Superintendent has never been convicted or plead no contest or otherwise been adjudicated as having committed a felony, any other offense involving moral turpitude or any other offense involving abuse, neglect, or sexual misconduct as defined in Sections 003.12 through 003.14 of 92 NAC 21; and (3) Superintendent has not suffered suspension or revocation of any educational professional license or certificate, nor voluntarily surrendered such a license or certificate where charges or potential charges were pending or imminent.

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 remaining term of the Contract unless the Board fixes an earlier effective date. This Contract is subject to provisions of the School Employees' Retirement Act.

9. Governing Laws. The parties shall be governed by all applicable Nebraska and federal laws, rules, and regulations in performance of their respective duties and obligations under this Contract.

10. Amendments & Severability. This Contract may be modified or amended only by a writing duly authorized and executed by the Superintendent and the Board. If any portion of this Contract shall be declared invalid or unenforceable by a court of competent jurisdiction, such declaration shall not affect the validity or enforceability of the remaining provisions of this Contract.

The failure to return a signed copy of this Contract to the President or Secretary of the Board of Education of the District on or before August 11, 2021 shall constitute a rejection by the Superintendent of the offer of employment.

Executed this ___ day of _____, 2023 .	Executed this ___ day of _____, 2023 Board of Education of Lancaster County School District 55-0148, a/k/a Malcolm Public Schools
_____ Ryan T. Terwilliger, Superintendent	By: _____ President Attest: _____ Secretary



Malcolm Public Schools Multicultural Report

The reason for this information is to keep a record of activities in your classroom that pertain to multicultural instruction.

Rule 10 (defined by the Nebraska Department of Education)

K- 12 Multicultural education, defined. For purposes of sections 79-719 to 79-723, multicultural education includes, but is not limited to, studies relative to the culture, history, and contributions of African Americans, Hispanic Americans, Native Americans, and Asian Americans. Special emphasis shall be placed on human relations and sensitivity toward all races.

Lessons may include the following:

- Value and respect their own and others culture and race
- Eliminate stereotypes and different treatment of others based on culture and race
- Prepare students to eliminate stereotypes and discrimination or harassment of others based on ethnicity, religion, gender, socioeconomic status, or disability

It is very important to keep this record. The State Department of Education will be monitoring schools to enforce the legislation that requires multicultural education. Only through good record keeping will we be able to meet the requirement for recognizable implementation.

Please add documentation to the table below.

2022-2023 MULTICULTURAL INSTRUCTION RECORD

Staff Member:			
<u>Month</u>	<u>Subject Area/Grade</u>	<u>Resource</u>	<u>Brief Description of Activity/Lesson</u>
August 2022	US History (8)	http://bookunitsteacher.com/indians/navigation/native_american_chart.htm	Students research the culture and contributions of different Native American groups in the US and create a Commemorative Plate for a different group.
September 2022	US History (8)	My World: American History	Discussed the 13 colonies and the interactions between the European settlers and the Native Americans.
October 2022	Social Studies (6)	My World: World History	Students describe the religious beliefs of Judaism.
November 2022	Social Studies (6) Social Studies (7)	My World: World History	Students describe the religious beliefs of Hinduism and Buddhism. Students describe the religious beliefs of Christianity.
December 2022	US History (8)	My World: American History	Analyzed the role African Americans, Native Americans, men and women played in the American Revolution
January 2023	Social Studies (7)	My World: World History	Students describe the religious beliefs of Islam and contributions from the Middle East.
February 2023	Social Studies (8)	My World: American History	Students Analyze the Push and Pull factors that led different groups to migrate to the United States.
March 2023	Social Studies (8)	My World: American History https://www.teachspayteachers.com/Product/Manifest-Destiny	Manifest Destiny Pro's and Con's Debate discussing the impacts on Native Americans

		tiny-Westward-Expansion-Was-it-moral-and-just-Class-Debate-591563	
April 2023	US History (8)	My World: American History	Students prepare presentations on the contribution the impact of immigrants during the 1840's and 1850's and the growth of cities.
May 2023	US History (8)	My World: American History	Causes of the Civil War: Discuss the South's reliance on slave labor for their agricultural economy;discussed the abolition movement the role of different groups who fought in the Civil War



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2022-2023 MULTICULTURAL INSTRUCTION RECORD

Staff Member:			
<u>Month</u>	<u>Subject Area/Grade</u>	<u>Resource</u>	<u>Brief Description of Activity/Lesson</u>
August 2022	Music K-12		Students in 3rd Grade learned the song “Hello to all the Children of the world” which taught them to sing Hello in 7 different languages.
September 2022	Music K-12		Kindergarten students learned to sing Hello and Goodbye in Spanish using the song “ I Will Sing Hello”
October 2022	Music K-12		The 4th graders learned the song Minka which uses a Balalaika -a russian folk instrument. We discussed the origins of the instrument and explored Russian culture.
November 2022	Music K-12		The 5th Grade Music class sang the song Day-O which is a folk song from Jamaica. The song talks about workers who load the Bananas
December 2022	Music K-12		High School Choir Performed the Song “Soon Ah will be done” which is a African American Slavery Song We talked about the meaning of the words and also the hardships they faced.
January 2023	Music K-12		6th graders in the choir were learning the song Minka which is a Russian Folk Song. We talked of russian culture and how things have changed today.
February 2023	Music K-12		The 5 th grade class talked and discussed the impact of music inspired by Martin Luther King Jr. The Song “Walk together Children” was learned and performed.
March 2023	Music K-12		3 rd grade students learned of the underground railroad and the code songs slaves would sing to signal times to escape, Students sang these songs and also made up their own code words.

April 2023	Music K-12		The JH Choir learned the Song Pie Jesu which is Latin. We talked about how to sing the latin language and also the meaning of the text.
May 2023	Music K-12		The 3 rd grade General music class learned the songs “Gypsy in the moonlight” which is a rhythm song from the country of Trinidad. The students learned of the different percussion instruments that are regularly played in Trinidad.



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2022-2023 MULTICULTURAL INSTRUCTION RECORD

Staff Member: Brie Walklin			
<u>Month</u>	<u>Subject Area/Grade</u>	<u>Resource</u>	<u>Brief Description of Activity/Lesson</u>
August	English 10 English 12	Essay	Students in all English classes had to write an essay the second day of class on what they believed was the most vital aspect of our culture. What keeps our culture strong, what could weaken our culture, and what changes could we possibly make in order to better our country. They should include information on how good character influences culture and fosters a positive environment.
September	English 10 English 12	Eng 10 - 60 Minutes Video Eng 12 - Can use the internet for research if they would like	Eng 10 - Students watched a video over the musical program El Sistema out of Venezuela. The video touched on how their culture and lives have been changed, for good, because of a classical music after-school program. At the end of the video, students had to write a paper about their thoughts on the video, whether or not they think this is a valid program, and whether or not they believe this type of program would be effective in the United States in bringing people together. Eng 12 - Students were asked write about their opinions of religion during the 1600s in England. What was society like and how does it differ as compared to ours? How does the way in which they lived their lives and treated others different than how we go about living our lives and treating people

			today? They were to write an essay explaining their reactions and thoughts.
October	English 10 English 12	Eng 10 - Essay Eng 12 - Journal response	<p>Eng 10 – Students wrote an essay talking about an influential person; however, this person cannot be from the United States. Students can do research before they write. This will be a minimum of two paragraphs. This should be a lesson that takes one class period. Students need to include at the end of their essay any source information that was used to complete this writing assignment.</p> <p>Eng 12 – Students were asked to write a final response to the play we were reading: <i>Hamlet</i>. Students were asked to write about the mental health struggles Hamlet faced in the play. How is what he struggled with similar to the struggles young adults face today? Students could even analyze the similarities of his situation vs. present day situations.</p>
November	English 10 English 12	Eng 10 - Essay worksheet on Frankenstein Eng 12 - World Current event	<p>Eng 10 – Students were asked to write about Frankenstein and his monster. They constructed a short essay over the following topic: Discuss the theme of alienation and rejection in this novel. How do the main characters deal with these feelings? How would you deal with these feelings? Would the way in which we deal with them impact society and our culture overall, or is it a problem that is too big to tackle by one individual?</p> <p>English 12 – Students wrote about a current event being reported on in a different part of the world this week. Current event articles were at least 500</p>

			words.
December	English 10 English 12	Eng 10 - Cultural and Social Issue handout, can use the internet for research Eng 12 - Essay about bullying	Eng 10 – Students were given cultural or social problems faced by the world. Students were to choose one of these problems to research, find a solution to, and finally write a paper on. Papers were to be persuasive, and be five paragraphs or more (3-5 sentences each). Eng 12 - Students were asked to write a journal over bullying and how they feel it can be addressed to reach students on their level.
January	English 10 English 12	Eng 10 - Cultural and Social Issue handout, can use the internet for research Eng 12 - Can use books and internet, and Paper Requirement handout	Eng 10 – Students were given cultural or social problems faced by the world. Students were to choose one of these problems to research, find a solution to, and finally write a paper on. Papers were to be persuasive, and be five paragraphs or more (3-5 sentences each). Eng 12 - Students researched and write on the culture of the late 1800s (Victorian Era). They were asked to talk about the change of culture for women in America and the progression of the American woman throughout the course of the 1800s-2000s. This was done in relation to our short story “The Yellow Wallpaper” which also led to reflection about mental illness and the problems people face.

February	English 10 English 12	Eng 10 - Can use the internet for research Eng 12 - Can use Internet for research if needed.	Eng 10 - Students were asked to quickly research a holiday from a different culture and come up with five facts about it. They couldn't do Valentine's Day. After 10 minutes of allowing students to research, the class came back together to talk about the various facts they uncovered. Eng 12 - Students were asked to write on a place outside of the U.S. they would like to visit, explain why, what they believe the importance is in visiting different cultures, and how that can impact a person's life.
March	English 10 English 12	Eng 10 - Can use the internet for research Eng 12 - Maus I, Unit Worksheets, Essay Test	Eng 10 - Students completed a journal over a culture they would like to experience and explain why. They also researched the culture, their way of life: work, family, friends. Eng 12 – Students read a book (<i>Maus I</i>) about the Holocaust the Jewish people who lived through this time. They looked at the history of the Holocaust, they researched the Jewish family and the author who wrote this story, and studied how family dynamics were affected due to the persecution of the Jews by Hitler and the Nazis.
April	English 10 English 12	Eng 10 - Discussion Worksheet English 12 - Teen Culture	Eng 10 – Students were asked to discuss changes in English language and grammar due to changes and influences of different cultures on our “American” education system. How does society view these changes? How can we as a society learn to embrace changes and different cultures that impact

		Discussion Worksheet	<p>our society?</p> <p>Eng 12 – Students were asked to analyze the teen culture in America and the prominence of clinical depression in teens. They were asked to write a journal over this prominence, their reaction to the problem on the rise, as well as look at ways in which they can combat this important issue when faced with depression in themselves or a friend.</p>
May	English 10 English 12	<p>Eng 10 - World Current Event</p> <p>Eng 12 - Library, Summary Worksheet, Analyzation Worksheet, Report Handout</p>	<p>Eng 10 - Students wrote about the coronation of King Charles. What is so special about this tradition that has lasted over hundreds of years? What information did you find intriguing about the coronation of the new king? Current event responses were at least 400 words.</p> <p>Eng 12 – Students chose an adolescent book to read that either dealt with a different culture, society, way of life, or teen issue. They analyzed the book and prepared a report over it to present to the class.</p>



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2022-2023 MULTICULTURAL INSTRUCTION RECORD

Staff Member: Morgan Kramer and Jeana Scholz			
<u>Month</u>	<u>Subject Area/Grade</u>	<u>Resource</u>	<u>Brief Description of Activity/Lesson</u>
August 2022	Social Studies- Culture Computer	Tabb + O'Brien Social Studies Club Culture Computer Project	Students have the opportunity to evaluate their own culture and compare it to their classmates' through the creation of their "culture computer" which discusses their families favorite foods, music, traditions, and holidays.
September 2022	Social Studies- Constitution Day Social Studies- September 11th	Tabb + O'Brien Social Studies Club Constitution Day with Alexander Hamilton Tower's Falling Read Aloud and Research Project	Students discussion surrounding the founding of the nation and if it was a true representation of our nation and if the founding fathers truly represent our nation. Students listen to the read aloud Towers Falling to gain perspective on the attacks of 9/11 from the perspective of an Muslim American student in New York.
October 2022	Social Studies- Indigenous People's Day vs. Columbus Day Social Studies- How do other cultures celebrate Halloween?	Tabb + O'Brien Social Studies Club October Activities	Students hear both sides of the "case" between Columbus day and Indigenous People's day. Students then find text evidence from a variety of passages on the treatment of the indigenous people and the treatment of Christopher Columbus. Students then choose and write to defend if they would call the holiday Columbus Day or Indigenous People's Day Students compare and contrast the Halloween traditions of the United States to other countries and cultures Halloween Celebrations.
November 2022	Social Studies- A Case for the First	Tabb + O'Brien Social Studies Club	Students compare and contrast the events of "The First Thanksgiving" to the historical events of the first Thanksgiving.

	Thanksgiving	A Case for Thanksgiving	Through a variety of resources students are exposed to cultural appropriation and how to respectfully represent people from other cultures in pictures and images. Students also look at the geography behind our Thanksgiving plates and where these dishes came from around the world.
December 2022	CKLA-Ancient Roman Civilizations	CKLA Unit 4	Students participated in learning surrounding the Roman gods, their beliefs, and their government. Students wrote reports on Roman contributions to current society. Students compared and contrasted ancient Roman gods and civilization to ancient Greek gods and civilization.
January 2023	Social Studies- More than a Dream MLK The History of MLK Day	Tabb + O'Brien Social Studies Club Black History 365	Students learned about the events leading up to Martin Luther King Jr's famous I have a Dream speech including the mistreatment of Martin himself from others. Students focus on Martin's desire for peaceful protest instead of using violence and debate if he knew his fate, if he would still choose peaceful protest over violence. Students learn the history of MLK day and how we went from from the introduction to the celebration of the holiday.
February 2023	CKLA Vikings Social Studies- Geography of the Super Bowl	CKLA Tabb + O'Brien Social Studies Club February	Students learned about Norse mythology and Vikings beliefs surrounding the Norse traditions. Students evaluated misconceptions surrounding the Vikings appearance and traditions. Students learned how Vikings used the tools of trade, bartering, and hunting to collect the resources they needed to survive.
March 2023	Social Studies- Regions	Shelly Rees-Regions	Students learn the how geography impacts the culture of various regions. In the Northeast Region students learn about Ellis Island and how it is used for immigration. In regions that border other

			countries we discussed how they get some of their food and traditions influenced from those places (i.e. the Southwest Region)
April 2023	CKLA Mae Jemison	CKLA Unit 7 Astronomy and Beyond	Students studied a variety of astronauts including Mae Jemison, the first African American woman in space. Students had the opportunity to interact with multiple texts about Mae Jemison and her contributions to astronomy, as well as the setbacks she encountered as an African American Woman.
May 2023	CKLA International Space Station	CKLA Unit 7 Astronomy and Beyond	Students learned about the creation of the International Space Station and the various countries involved in the International Space Program. Students made observations of the interpersonal relationships between different countries' space programs while aboard the International Space Station.



2022-2023 Annual Status Report of the Multicultural Education Plan

Each year it is the responsibility of the Malcolm Public Schools to provide the Malcolm Board of Education with an annual status report concerning the Multicultural Education Program. The Multicultural Education report aligns with Policy No. 6370

Multicultural Education

Malcolm Public Schools incorporates multicultural education in all curriculum areas at all grades. Multicultural education includes, but is not limited to, studies relative to the culture, history, and contributions of African Americans, Hispanic Americans, Native Americans, Asian Americans and European Americans with special emphasis on human relations and sensitivity toward all races.

Statement of Philosophy and Mission

The philosophy of the multicultural education program is that students will have improved ability to function as productive members of society when provided with: (a) an understanding of diverse cultures and races, the manner in which the existence of diverse cultures and races have affected the history of our Nation and the world, and of the contributions made by diverse cultures and races and (b) with the ability and skills to be sensitive toward and to study, work and live successively with persons of diverse cultures and races.

The mission of the multicultural education program is to prepare students to: (a) value and respect their own culture and race and cultures and races other than their own and (b) eliminate stereotypes and different treatment of others based on culture and race. The mission shall also include preparing students to eliminate stereotypes and discrimination or harassment of others based on ethnicity, religion, gender, socioeconomic status, age, or disability.

Implementation of Multicultural Education

The philosophy and mission of the multicultural education program is to be implemented as follows:

1. Multicultural education shall be included in goals established for educational programs.
2. Multicultural education shall be included in the district curriculum guides, frameworks, or standards.
3. The process for selecting appropriate instructional materials shall include assuring that the instructional materials at all grade levels include studies relative to the culture, history, and contributions of African Americans, Hispanic Americans, Native Americans, Asian Americans and European Americans with special emphasis on human relations and sensitivity toward all races.
4. Staff development shall be provided on the District's multicultural education policy. The staff development shall include professional development for administrators, teachers, and support staff which is congruent with the District and program goals.
5. Periodic assessment of the multicultural education program shall be conducted by the Superintendent. Teachers and other staff upon request shall have the responsibility to

provide the administration with reports on: (a) the instructional materials used and programs or methods implemented with their students which are supportive of the multicultural education program philosophy and mission, (b) programs or materials to be implemented in the future or which teachers or other staff feel should be implemented to further advance such philosophy and mission, and (c) with their professional assessment on the successes of or deficiencies in achieving the multicultural education program philosophy and mission.

Each teacher is responsible for completing a multicultural record document that describes the type of multicultural and character education activities that are used in each of their classrooms.

All PK-12 multicultural documents can be found on the Teacher Portal (MPS website).

MALCOLM PUBLIC SCHOOLS
BOARD OF EDUCATION
DRAFT: INTERNAL BOARD POLICIES (Policy No. 8151)

Internal Board Policies – Organization

The Board of Education may establish board committees to assist with the Board’s Governance function and to comply with any requirements set forth by State law. The board president will designate a chair and make all board committee appointments unless specifically stated otherwise. Committees may be comprised of board members and non-board members depending on the committee’s purpose. The board reserves the right to terminate any committees at any time.

The function of board committees will be to engage in fact-finding, deliberation, and reporting as it pertains to district operations, but shall not have legislative or administrative functions. Any committee recommendations and reports will be made through the chair of the committee to be considered by the board as a whole. The board may accept, reject, or modify any committee recommendations, as well as request more information or otherwise give direction to a committee. Any official policy-level action will be made by the board as a whole. Committee meetings will adhere to the Open Meetings Act.

Standing Committees

It shall be the policy of Malcolm Public Schools that the following will be standing committees of the Board of Education:

1. Negotiations Committee

[Insert existing policy here; format may be modified for consistency.]

2. Committee on American Civics

[Insert existing policy here; format may be modified for consistency.]

3. Transportation/Facilities Committee

The Transportation/Facilities Committee shall consist of three members of the Board and may also include additional non-Board members who may provide guidance or expertise on specific projects. The purpose of the Committee is to provide oversight and recommendations to the Board on the District’s maintenance, repairs, construction or replacement of facility and fleet transportation resources. Duties and responsibilities of the Committee shall include, but not be limited to:

- a. Collaborate in the development and progress monitoring of a District-wide facility Master Plan;
- b. Consult with District administrators to identify current and future needs for improvements to existing facilities;
- c. Ascertain if District needs can be achieved through repairs, improvements or new construction;
- d. Advise and recommend to the Board opportunities for potential site acquisitions for facility growth and District expansion;
- e. Provide oversight and make recommendations to the Board on District construction projects;
- f. Explore funding sources and opportunities for project development;

- g. Examine opportunities to create, enhance, repair, improve or maintain visual assets of District facilities and grounds including, but not limited to, landscaping, environmental graphics, signage, lighting, playground equipment and athletic, fine arts and other facilities;
- h. Ensure all safety codes and the District's safety plan are in compliance with state and federal rules and regulations;
- i. Review, advise and make recommendations to the Board on facility and transportation security matters;
- j. Monitor general operations and maintenance of facilities, grounds and transportation resources;
- k. Provide input on budgetary impact of repair/improvement projects and transportation needs;
- l. Review the District's bus fleet and passenger vehicle inventory and offer recommendations for replacement;
- m. Review recommendations to transportation policies and procedures prior to consideration by the Board; and
- n. Other duties and responsibilities as assigned.

4. Budget Committee

(To be developed)

5. Policy Committee

(To be developed)

WESTSIDE COMMUNITY SCHOOLS

BOARD OF EDUCATION POLICIES

Number: 1170

Title: COMMITTEES OF THE BOARD

Number: 1170

Number Category: 1000

Topic: BOARD OF EDUCATION

Policy Text: **COMMITTEES OF THE BOARD**

Committees of the Board (also known as "Board sub-committees") exist to facilitate the work of the Westside Community Schools Board of Education (the "Board"). Board Committees are not decision-making bodies, are not permitted to hold hearings, make policy, or take formal action on behalf of the Board; but rather function to:

- gather facts and submit verbal or written reports to the full Board;
- make recommendations to the full Board;
- study issues more deeply than time would allow at the Board meeting; and,
- provide avenues for additional community or staff input.

STANDING COMMITTEES

1. Committee On American Civics

The Board shall, at the beginning of each school year, appoint from its members a committee of three, to be known as the Committee on American Civics. The duties shall be those as prescribed by law.

2. Succession Planning Committee

The current Board President and Vice President, and the immediate-past Board President, shall comprise the Succession Planning Committee. If the immediate-past Board President is no longer a member of the Board, the current Board Secretary will serve on the Committee. Each year's Committee begins service following the election of officers at the annual meeting, and the term of service on the Committee runs to the next year's annual meeting. The duties of the Committee are as set forth in Policy 2115 – Superintendent Succession Planning.

3. Finance Committee

The Finance Committee shall be comprised of the Board President, the Treasurer, and one other Board member appointed by the Board President annually at the June meeting following election of officers. The duties of the Committee are to:

- a. Support an independent audit conducted by the District's outside auditor by implementing a transparent governance process(es).
- b. Ensure that the District's accounting and internal control structures and processes continue to encourage the judicious use of taxpayer dollars and to safeguard assets.
- c. Explore school accounting and school finance best practices that maintains and/or improves upon our current level of financial accuracy.
- d. Meet throughout the year with the District CFO regarding finance processes and implementation of the current district budget.

4. Legislative Committee

The Legislative Committee shall be composed of three Board members appointed by the Board President annually at the June meeting following election of officers. The purpose of the Legislative Committee is to track and assess existing and proposed state legislation, more specifically:

- a. Discuss, analyze and evaluate pending legislation and related issues that could impact public schools in general and / or Westside Community Schools in particular.
- b. Discuss and make recommendations to the Board about positions on particular legislative items; and,
- c. Confer with local legislators and encourage discussion of current issues.

5. Facilities Committee

The Facilities Committee shall be composed of three Board members appointed by the Board President annually at the June meeting following election of officers. The Facilities Committee provides recommendations and oversight for the strategic planning of maintenance, repairs, and the construction of facilities within the District, including but not limited to:

- a. Review progress of the current Facilities Master Plan;
- b. Consult with administrators to identify current and future needs for improvements to existing facilities;
- c. Identify whether District needs can be attained through repairs, improvements or new construction; and,
- d. Consider funding availability and opportunities for projects.

6. Policy Review Committee

The Policy Review Committee will be composed of three Board members appointed by the Board President annually at the June meeting following election of officers. In collaboration with District In-House Legal Council, the Policy Review Committee will provide input on and oversight of the review of existing Board Policies and, as needed, the creation of new Policies.

TEMPORARY COMMITTEES

The Board may authorize the formation of such temporary committees as it

deems necessary. The Board shall determine the purpose, scope and tasks of such temporary committee, which shall be stated in the Board minutes. The Board President shall appoint not more than three Board members to serve on a temporary committee. The appointed members serve at the pleasure of the Board president and do not serve past the next annual meeting in June unless appointed by the new Board President.

Legal Reference: Neb. Rev. Stat. 79-724, 84-1409

Cross-Reference:

Board Policy 7165 - Advisory Committees to the Board

Board Policy 2215 – Superintendent Succession Planning

Dates: POLICY ADOPTED: April 3, 1973

POLICY REVIEWED AND ADOPTED: December 1, 1986

POLICY AMENDED: March 4, 1991

POLICY AMENDED: December 5, 2005

POLICY AMENDED: November 21, 2016

POLICY AMENDED: July 15, 2019

POLICY AMENDED: July 13, 2020

POLICY AMENDED: August 15, 2022



POLICY 203.06 BOARD STANDING COMMITTEES

Policy 203.06

Board Standing Committees

Board standing committees are created for specific tasks of seeking information, discussion and/or investigation. Committees will report findings and recommendations to the board for its consideration and action.

The board president will appoint up to three (3) members to each of the standing committees. Each standing committee will have a chairperson appointed by the board president. The following standing committees are appointed at the annual board organizational meeting for one year:

1. American Civics & Curriculum Committee –
Whose duties shall be those prescribed by

[District Organization](#)

[Series 200 – School Board](#)

[Series 300 – Administration](#)

[Series 400 – Personnel](#)

[Series 500 – Students](#)

[Series 600 – Instruction](#)

[Series 700 – Business Operation](#)

[Series 800 – Support Services](#)

[Series 900 – Buildings and Sites](#)

[Series1000 – Community Relations](#)

state law and to make recommendations regarding curriculum and staffing to the board.

2. Building & Grounds Committee – Whose duties shall be to give advice on school facilities and grounds and to make recommendations to the board on matters pertaining to the acquisition of school sites, improvements of school facilities or the construction of new school facilities.

3. Board Policy Committee – Whose duties shall be to periodically review existing policies, formulate new policies or rules and make appropriate policy or rule recommendations to the board.

4. Negotiations Committee – Whose duties shall be to annually meet and confer regarding contractual agreements with individuals representing a majority of members of an employee association or any other staff groups as directed by the Board president and make recommendations to the Board regarding salaries, wages, benefits and said agreements.

5. Legislative Committee – Whose duties shall be to act as liaison between the board and the Nebraska State Legislature.

6. Finance/Insurance Committee – Whose duties shall be to periodically review the financial status and procedures of the district including district insurance policies, district interlocal agreements, and the school lunch management contract, and make appropriate recommendations to the board concerning these areas.

Legal Reference:

Neb. Statutes 79-724

Papillion La Vista Community Schools

Series Name: 8000 - Board Organization and Operation

Topic: 8100 - School Board Member Conduct

Policy: 8130 Committees

The Superintendent shall be an ex officio member of all subcommittees. There shall be three (3) standing subcommittees of the Board. They are: Curriculum and Americanism; Buildings, Grounds, and Finance; and Student Services and Human Resources. Each subcommittee shall be composed of three (3) members appointed by the president of the Board, one of which shall be designated as chairperson of the subcommittee. Subcommittee meetings will be called as needed by the chairperson of the subcommittee.

- A. The duties of the Curriculum and Americanism Subcommittee shall be those prescribed by law. It will assure the Board that, as required by law, American citizenship remains an important part of the District curriculum. The subcommittee shall review any concerns to controversial education materials as stated in Policy #6405 (Controversial Issues) that would be appealed beyond the Superintendent's level. This subcommittee will work with the Superintendent to review section 6000 of Board policies.
- B. The Building, Grounds, and Finance Subcommittee shall be responsible for the long-range planning of school facilities. It will meet with the administration to give advice and approval on major repair and construction projects. The subcommittee will have the additional responsibility of making recommendations for boundary changes as they relate to school attendance areas and any potential changes to the District boundaries. Any recommendations related to transportation policies and procedures will be considered before approval by the Board. The subcommittee shall also have the responsibility of overseeing the long-range budget planning of the District. It will review the administration's proposed budget and recommend a budget for adoption to the Board. A member of the subcommittee shall undertake a monthly review of district expenditures and make recommendations on their payment to the entire board. The subcommittee shall keep the Board informed of its activities and seek board approval of its recommendations. This subcommittee will work with the Superintendent to review sections 1000, 3000, and 7000 of Board policies.
- C. The Student Services and Human Resources Subcommittee shall undertake an annual review of the staffing of the schools. It shall make recommendations on staffing to the entire Board prior to the development of the annual district budget. As provided by various board policies and contracts, the subcommittee shall review and make recommendations on negotiations with employees and other personnel grievances and contract matters. The subcommittee shall also be responsible for ensuring the general wellbeing of students enrolled in the District. It will review the District Safety Plan, as well as any recommendations for changes from the District Safety Committee. The subcommittee shall keep the Board informed of its activities and seek board approval for its recommendations. The subcommittee will work with the Superintendent to review sections 2000, 4000, 5000, and 8000 of the Board Policies.
- D. The Board can authorize special committees as it deems necessary. A special committee will be automatically disbanded when it has made its report to the Board.

The respective assistant superintendent of the Board subcommittees assists the subcommittee chair in developing agenda items and will keep notes of subcommittee meetings. The assistant superintendent will recommend discussion items for regular meeting agendas.

Revisions History: Policy Revision History: (Adopted 09-09-91)(Revised 01-10-94)(Revised 07-14-97) (Revised 08-14-00)(Revised 02-24-03)(Revised 03-08-04) (Revised 02-28-05)(Revised 02-27-06)(Revised 03-12-07) (Revised 03-24-08)(Revised 02-28-11)(Revised 03-26-12)(Revised 10