

Board of Education Regular Meeting
Tuesday, April 19, 2022 5:00 PM
High School Library
P.O. Box 8400
Ravenna, NE 68869-8400

1. Call to Order and Roll Call - Open Meeting Law
2. Excuse Absent Board Members
3. The Pledge of Allegiance
4. Recitation of School Mission Statement: ***Preparing Students Today to Succeed Tomorrow: Family-Community-School***
5. Recitation of Board Mission Statement: ***Providing collaborative leadership to prepare students today to succeed tomorrow.***
6. Approval of Agenda
7. Notice of Meeting Publication: The notice for this board meeting was advertised in the April 13th edition of the Ravenna News, on their website, and at 3 locations in the City of Ravenna.
8. Action Items
 - 8.1. Conduct a hearing to consider the nonrenewal or continuation of the employment of Myriah Leisher.
 - 8.2. At the conclusion of the hearing, the board will deliberate and take such action as is necessary to continue, to amend, renew or nonrenew the contract of Myriah Leisher.
9. Adjournment

Ravenna Public Schools

Family-Community-School

Preparing Students Today To Succeed Tomorrow



BELIEF STATEMENTS:

- We believe all students learn at different rates, in different ways, and are capable of success.
- We believe in supporting the academic, behavioral, social, and emotional needs of all students in a safe and positive environment.
- We believe education is a shared responsibility between family, school, and community.

The Ravenna Way

would testify at the hearing, and the documents which would be offered into evidence by the administration at the hearing.

5. Due and proper notice was given of the meeting of the Board of Education at which the hearing was conducted, as required by law.
6. During each of her years of employment, Ms. Leisher was evaluated by the administrators of the district in compliance with state law and the school district's policies.
7. During each of her years of employment, Ms. Leisher was notified of her deficiencies and given clear, written directives to improve.
8. The Administration issued an independent written directive to Ms. Leisher to improve her attendance on October 25, 2021. Ms Leisher agreed her attendance record had been unacceptable.
9. Based upon the evidence adduced at the hearing, the Board of Education finds that Ms. Leisher has failed to meet the expectations and standards for the performance of a teacher at Ravenna Public Schools. Specifically, the Board of Education finds that:
 - a) Ms. Leisher has failed to be on time for the start of her assigned duties on numerous occasions.
 - b) Ms. Leisher failed to call, text, or email when she would be arriving late and/or when she would not report to her assigned duties.
 - c) Ms. Leisher has been given multiple directives, warnings, and chances to arrive on time and perform her duties as directed.

- d) Ms. Leisher has failed to comply with these directives, the staff handbook, board policies, and her contract.
 - e) Ms. Leisher has demonstrated an inability to meet these requirements consistently.
 - f) Each of these reasons, individually and in the aggregate, constitute sufficient legal basis to meet the standard for nonrenewal of a probationary contract contained in the law.
10. In judging the credibility of the witnesses and the weight to be given to witness testimony and other evidence presented, the board has considered the following:
- a) The conduct and demeanor of the witness while testifying;
 - b) The sources of information, including the opportunity for seeing or knowing the things about which the witness testified;
 - c) The ability of the witness to remember and to communicate accurately;
 - d) The reasonableness or unreasonableness of the testimony of the witness;
 - e) The self-interest or lack of self-interest of the witness in the result of this case; and
 - f) The apparent fairness or bias of the witness, or the witness's relationship to the parties in this matter.
11. The testimony and evidence presented by the administration is credible.

12. The testimony that Ms. Leisher presented in an attempt to excuse her conduct neither justifies her behavior nor diminishes Ms. Leisher's responsibility for her actions or inactions.
13. In making its determination, the board limited its decisions to the education-related and job-related considerations set out in its findings.
14. It is, therefore, the decision of the Board of Education that the employment contract of Ms. Leisher should not be renewed, and the same is hereby nonrenewed effective at the close of the 2021-22 contract year.

After the above findings and resolution were read in their entirety, Board Member Ryan Osten moved for passage of the motion. Board Member Mike Voelker seconded the motion. After discussion and on roll call vote, the board members voted as follows:

	Aye	Nay	Abstain/Recused
Ryan Osten	<u>X</u>	_____	_____
Mike Voelker	<u>X</u>	_____	_____
Misti Fiddelke	<u>X</u>	_____	_____
Tara Schirmer	<u>X</u>	_____	_____
Dawn Standage	<u>X</u>	_____	_____
Marc Vacek	<u>X</u>	_____	_____

The above resolution, having been consented to by a majority of the members of the Board of Education present at this meeting, was declared passed and adopted by the Board President at a duly held and lawfully convened meeting in full compliance with the Nebraska Open Meetings Law.

Dated this 20 day of April, 2022.

Ravenna Public Schools

BY: Misti Fiddelke
Misti Fiddelke, President

ATTEST:

Dawn Strandage
Secretary, Board of Education

ACKNOWLEDGEMENT AND RECEIPT

I, Myriah Leisher, hereby acknowledge receipt of a complete copy of the above Findings of Fact and Decision Not to Renew Employment on this 20th day of April, 2022.

Myriah Leisher
Myriah Leisher