

Board of Education Work Session

April 25, 2022 7:00 PM

Central Office, Board Room

14801 S 108 St

Springfield, NE 68059-4925

## **Agenda**

- I. Meeting Roll Call
- II. Notice of Open Meetings Act - Posted
- III. Public Comment
- IV. Items for Discussion (Discussion Only)
  - IV.A. PHS Fee Proposal for 2022-2023
  - IV.B. Activities and Athletic Strategic Planning Update
  - IV.C. Summer Projects Update
  - IV.D. Legislative Update
  - IV.E. Board Retreat Date
  - IV.F. Preschool Changes and Update
  - IV.G. Superintendent Evaluation Process
- V. Action Items
  - V.A. Certified contract for Kevin Thoendel for 2022-23 School Year.
  - V.B. Certified contract for Kelli Haynes, District Nurse for 2022-23 School Year.
- VI. Future Planning
- VII. Adjourn

CLASS	21-22 ENROLLMENT	CURRENT FEE	PROPOSED FEE
Intro to STS	66	0	\$25
Woods 1	56	\$35	\$45
Woods 2	36	\$80	\$85
Foundations of Art	32	\$10	\$15
Drawing	16	\$15	\$20
Painting	17	\$15	\$20
Advanced Art	8	\$20	\$25
Pottery	27	\$20	\$25
3D Art	19	\$20	\$25
7-8 Art	59	0	0
Foods 1	47	\$10	\$20
Foods 2	29	\$10	\$30
Environmental Sustainability	New Class	-	\$20
Material Science 1 & 2	44	\$20	\$25



**Strategic Planning for Athletic Excellence (Revised April 2022)**

**1. PHS will offer a comprehensive strength and conditioning program that meets the needs of all students and programs.**

*PHS will...*

- provide a strength and conditioning coordinator that: effectively leads and supervises the 7-12 strength and conditioning program; is an expert in the field; and that is effective in collaboration with coaches across all programs.*
- set individual program goals for the percentage of student-athletes that are in weight training classes during the school year and for the percentage of student-athletes that are consistent attendees in the summer weight program.*
- schedule regular meetings with each head coach and the strength and conditioning coordinator to assure program needs are being met.*
- produce quarterly data that is shared with all stakeholders highlighting the gains being made in the strength and conditioning program.*
- explore ways to recognize achievement and participation in the strength and conditioning program.*

**2. PHS will prioritize and foster multi-activity participation.**

*PHS will...*

- recognize students that participate in multiple activities (i.e. Mighty Trojan, Iron Trojan, and Gold Trojan awards).*
- explore ways to recognize programs that promote/excel in multi-activity participation.*
- foster an environment in which coaches and sponsors are collaborative when sharing students in multiple activities.*
- refrain from specialization in one activity, and from promoting any one activity over another.*
- create a master calendar for practice and competition schedules.*
- annually finish in the top 5 of the NSAA Class B Multi-Activity Student award.*

**3. SPCS will prioritize providing high quality coaches for all programs.**

*PHS will...*

- use best practices in the hiring and retention of coaches across all programs (and at all levels).*
- offer leadership and professional development for coaches and sponsors that promotes growth and collaboration opportunities.*
- encourage coaches and sponsors to sport-specific clinics to grow sport knowledge.*
- commit to the eight program objectives established for all programs and coaches.*

**4. PHS will foster the K-12 development of all programs.**

*PHS will...*

- charge all 7-12 coaches in having ownership and a responsibility for the K-12 development of their program.*
- explore ways to increase awareness of program offerings and the benefits of participation to students at Platteview Central, Springfield Elementary, and Westmont Elementary.*
- offer low cost camp and clinic opportunities in all programs for local youth.*
- effectively partner with local youth organizations.*

**5. Provide premier facilities for students that participate in activities.**

*PHS will...*

- conduct a facilities study relative to PHS athletic programs that identifies recommended areas of need, identifies priority of needs and establishes a potential timeline for improvements.*
- involve activity coaches and sponsors in planning for future facility projects.*

**6. Provide leadership development for student-athletes.**

*PHS will...*

- explore offering a student leadership program to grow program leaders across all programs.*
- send student leaders to leadership opportunities offered through the NSAA, Trailblazer Conference, etc.*
- educate students on the core values we expect of participants in education-based activities.*



## **Strategic Planning for Excellence in PHS Activities - April 2022**

### **1. PHS will recognize and take steps to alleviate time constraints for students involved in multiple activities and/or athletic programs.**

*PHS will...*

- establish an activity and club period from 3:25pm-4:00pm on all Mondays that school is in session.*
- reinforce the reasoning for the activity and club period on Mondays to all stakeholders. (Multi-activity participation is promoted and valued system-wide).*
- assure that coaches understand that students involved in clubs and activities will not be released until 4:00pm.*
- seek information from peer schools around the metro Omaha area and Trailblazer Conference for best practices in providing adequate time for clubs and activities to meet.*
- assure that student activity absences are consistently applied to students regardless of activity.*
- continue to promote a global vision amongst coaches and sponsors that PHS and SPCS values multi-activity involvement.*

### **2. Increase the recognition of students that participate in activities at PHS.**

*PHS will...*

- establish and create criteria for a Gold Trojan award to recognize students that participate in multiple activities at PHS.*
- offer signing days for students who will pursue activities at the college or university level.*
- increase Honors Night recognition for students that are involved in activities.*
- expand lettering recognition at PHS to include activities and Fine Arts.*
- establish an Activity Wall of Fame and criteria for student recognition.*
- consider, and plan for, expansion of trophy cases for activity awards.*
- annually finish in the top 5 of the NSAA Class B Multi-Activity Student award.*

**3. SPCS will be committed to the strategic expansion activity offerings and access across all grade levels (K-12).**

*PHS will...*

- collaborate with PC, Springfield Elementary, and Westmont Elementary to increase the awareness of activity offerings and benefits of involvement.*
- annually evaluate potential expansion of programming across the K-12 level to grow the impact of activity participation.*
- monitor and take steps to mediate any transportation issues that prevent (or hinder) student participation.*
- offer an annual Activities Fair to promote PHS and PC activities.*

**4. PHS will adopt a formal communication plan to better inform students, staff, and our community about PHS activities.**

*PHS will...*

- hold a communication workshop with Nichole Baugh, SPCS Public Relations Director, to formalize a communication plan/approach for PHS activities and athletics.*
- use of multiple channels of communication in promoting and raising awareness of PHS activities.*
- create a master calendar for practice and competition schedules.*

**5. Provide premier facilities for students that participate in activities.**

*PHS will...*

- conduct a facilities study relative to PHS activities that identifies recommended areas of need, identifies priority of needs and establishes a potential timeline for improvements.*
- involve activity coaches and sponsors in planning for future facility projects.*

*Nebraska Council of School Administrators*

**NCSA Final Legislative Report, 2022**

**The 107<sup>th</sup> Legislature, Second Session**

Convened, January 5, 2022

Adjourned Sine Die, April 20, 2022

*By Dr. Michael Dulaney*

*NCSA Executive Director*

*April 21, 2022*

**I. Legislation Passed and Signed into Law**

<i>Bill</i>	<i>Sponsor</i>	<i>Topic</i>	<i>Pg.</i>
LB 29	Wayne	Designate Juneteenth National Independence Day as a State holiday	1
LB 376	Cavanaugh, M.	Require application for and implementation of federal approval for services and supports for children with developmental disabilities and their families and require evaluations and reports	1
LB 567	Business and Labor Com.	Change provisions relating to weekly benefit payments and the maximum annual amount of benefits under the Employment Security Law	2
LB 685	Executive Board	Eliminate obsolete provisions appropriating funds to the State Department of Education for FY2017-18 and FY2018-19	2
LB 700	Kolterman	Change provisions relating to public retirement systems	2
LB 742	Erdman	Provide for minutes to be kept in an electronic record under the Open Meetings Act	4
LB 754	Bostar	Extend the commercial air filter pilot program of the State Department of Education	4
LB 758	Brandt	Change provisions relating to the Nebraska Farm-to-School Program Act	5
LB 780	Gragert	Change provisions relating to child labor and employment certificates and approval requirements for short-time compensation plans and provide for applicability of the Employment Security Law and the Nebraska Workers' Compensation Act to transit authorities	5
LB 840	Brewer	Change provisions relating to publication and rates for legal notices	6
LB 843	Brewer	Change provisions relating to elections	6
LB 852	Day	Require behavioral health points of contact for school districts, provide for mental health first aid training, and change education innovation grants	7
LB 873	Friesen	Change provisions relating to corporate and individual income taxes, taxation of social security benefits, and property tax credits	9
LB 888	Day	Require the State Board of Education to adopt standards for education on the Holocaust and other acts of genocide	11
LB 906	Hansen, B.	Require employers to provide for vaccine exemptions and provide duties for the Department of Health and Human Services	11
LB 908	McDonnell	Provide additional requirements for virtual conferencing under the Open Meetings Act	12

<i>Bill</i>	<i>Sponsor</i>	<i>Topic</i>	<i>Pg.</i>
LB 922	Lathrop	Change provisions relating to judges, jury commissioners, child support, and the Risk Management Program, prohibit criminal trespass by electronic device and criminal impersonation by stolen valor, and exempt the Judicial Resources Commission from the Open Meetings Act	12
LB 1014	Speaker Hilgers	Appropriate Federal Funds allocated to the State of Nebraska pursuant to the federal American Rescue Plan Act of 2021	13
LB 1057	Brewer	Change provisions relating to Class III school districts	13
LB 1112	McKinney	Adopt the Computer Science and Technology Education Act and provide and change graduation requirements and academic content standards	13
LB 1130	Morfeld	Change reporting requirements under the Nebraska Statewide Workforce and Education Reporting System Act	14
LB 1165	Sanders	Change provisions of the Nebraska Budget Act	15
LB 1218	Education Com.	Adopt the Teach in Nebraska Today Act, provide for income tax adjustments, and change provisions relating to certification of school employees and student loan forgiveness	15
LB 1261	Murman	Adopt the Nebraska Higher Blend Tax Credit Act and change provisions of the ImagiNE Nebraska Act, the Nebraska Advantage Rural Development Act, and the Urban Redevelopment Act	19

## II. Interim Studies, 2022

*Sorted by Committee of Jurisdiction*

<i>Committee</i>	<i>Resolution</i>	<i>Sponsor</i>	<i>Description</i>	<i>Pg.</i>
Appropriations	LR 330	Linehan	Interim study to determine what percentage should be used to forecast revenue when preparing fiscal notes and determine if state agencies or political subdivisions should use the same percentage	20
	LR 406	Stinner	Interim study to examine the implementation of the office of Chief Information Officer's information technology consolidation initiative to ensure efficient use of Nebraska taxpayer resources	20
Banking	LR 372	Williams	Interim study to examine whether the Real Property Appraiser Act should be updated	21
Education	LR 354	McDonnell	Interim study to examine the educational experiences and outcomes of youth in foster care	21
	LR 359	Walz	Interim study to examine whether section 79-458, which authorizes certain property holders to attach their property to a different school district through a freeholder petition, should be updated or eliminated	21
	LR 414	McDonnell	Interim study to examine programming, opportunities, and interventions for students attending an alternative school, class, or educational program in Nebraska	22
	LR 420	Hansen, B.	Interim study to examine the education process and procedures for serving students with special needs	22

<i>Committee</i>	<i>Resolution</i>	<i>Sponsor</i>	<i>Description</i>	<i>Pg.</i>
Executive Board	LR 374	Walz	Interim study to create a select interim committee of the Legislature known as the State and Local School Aid Committee	22
	LR 393	Cavanaugh, J.	Interim study to examine the committee hearing procedures of the Legislature	23
Government	LR 376	Hansen, M.	Interim study to determine whether reports of the resistance of public agencies to fulfill public record requests are representative of a broad statewide issue or represent isolated incidents	24
Health	LR 366	Wishart	Interim study to examine at least three of the current certified community behavioral health clinics established through the federal Substance Abuse and Mental Health Services Administration's demonstration program	24
	LR 397	McDonnell	Interim study to examine the needs, workforce, and funding streams for mental health care across Nebraska	25
	LR 415	Jacobson	Interim study to examine the lack of access to quality and affordable health insurance for Nebraska's early childhood workforce and potential solutions	25
	LR 438	Health Com.	Interim study to identify policy changes for improving communication and sharing of case-specific information among state and local government agencies responsible for care, custody, treatment, and rehabilitation of youth	26
Judiciary	LR 379	Day	Interim study to examine fentanyl distribution in Nebraska	26
	LR 386	DeBoer	Interim study to examine the Nebraska Juvenile Code	27
Retirement	LR 294	Kolterman	Interim study to examine the public employees' retirement systems administered by the Public Employees Retirement Board	27
	LR 295	Kolterman	Interim study to monitor underfunded defined benefit plans administered by political subdivisions as required by section 13-2402	27
Revenue	LR 333	McDonnell	Interim study to examine modernization of Nebraska's tax system with the goal of facilitating economic growth	27
	LR 383	Erdman	Interim study to explore best practices for the implementation of a consumption tax in Nebraska	28
	LR 418	Bostar	Interim study to examine the sales tax system in Nebraska with respect to exemptions provided to various industries	28
Transportation	LR 401	Friesen	Interim study to review the administration of the Nebraska Broadband Bridge Act	28

## I. Legislation Passed and Signed into Law

**LB 29**     *Sponsor*     *Topic*  
Wayne     Designate Juneteenth National Independence Day as a State holiday

LB 29 establishes Juneteenth National Independence Day as a State holiday to be celebrated on June 19<sup>th</sup> in accordance to law that established Juneteenth as a federal holiday.

The measure was passed with the emergency “E” clause so that it could be celebrated for the first time in 2022.

*Note:* LB 707 (2022) provides that Juneteenth in Nebraska is an official bank holiday.

<p style="text-align: center;"><b>LB 29</b></p> <p><i>Committee:</i> Government</p> <p><i>Priority:</i> Speaker</p> <p><i>Passed:</i> 4/12/22; 48-0 with E Clause</p> <p><i>Signed into Law:</i> 4/18/22</p> <p><i>Effective Date:</i> 4/19/22</p>
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**LB 376**     *Sponsor*     *Topic*  
Cavanaugh, M.     Require application for and implementation of federal approval for services and supports for children with developmental disabilities and their families and require evaluations and reports

LB 376 proposes that DHHS apply for a waiver to administer a home and community-based services family support program for children with developmental disabilities who are currently on the DHHS Developmental Disability waiting list. The measure also adds intent language that such funds that were distributed to Nebraska pursuant to the American Rescue Plan Act of 2021 be used to partially fund the family support program.

<p style="text-align: center;"><b>LB 376</b></p> <p><i>Committee:</i> Health</p> <p><i>Priority:</i> Health Committee</p> <p><i>Passed:</i> 4/13/22; 42-0</p> <p><i>Signed into Law:</i> 4/19/22</p> <p><i>Effective Date:</i> 7/21/22</p>
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The bill requires DHHS to engage a nationally recognized consultant to provide an independent evaluation of the state’s developmental disabilities system in order to examine how the state can better serve Nebraskans with developmental disabilities. DHHS has provided an estimate of the evaluation to be \$500,000. The consultant is to deliver the report detailing the findings and recommendations to the Governor, DHHS, and the chairperson of the Health Committee by December 31, 2023. The funding for the consultant would be appropriated from the Home and Community Based Services section (9817) of the American Rescue Plan in FY 2022-23.

The proposed waiver program would provide waiver services to 850 children, including 400 children who are not currently eligible for Medicaid that are currently on the Developmental Disability waiting list. The program would offer an annual capped budget of \$10,000 per participant for long-term services and supports for 850 children. In FY 2023-24, the total cost is \$8,500,000.

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<b>LB 567</b>	<i>Sponsor</i>	<i>Topic</i>
	Business and Labor Com.	Change provisions relating to weekly benefit payments and the maximum annual amount of benefits under the Employment Security Law

LB 567 was introduced by the Chair of the Business and Labor Committee at the request of the Department of Labor. The bill requires the Department of Labor to only look at an applicant's most recent separation from employment when determining maximum unemployment benefits and reductions. LB 567 would make permanent the relevant provisions of Executive Order 20-26, which streamlined the application process in response to the COVID-19 pandemic.

<b>LB 567</b>
<i>Committee:</i> Business and Labor
<i>Priority:</i> None
<i>Passed:</i> 3/8/22; 42-0
<i>Signed into Law:</i> 3/14/22
<i>Effective Date:</i> 7/21/22

The bill also provides that, to the extent authorized under federal law, if an individual is eligible for an equal or greater weekly benefit amount under a federal unemployment program than the weekly benefit amount which the individual is eligible for under the Employment Security Law, the Commissioner of Labor must suspend the payment of state unemployment benefits to such individual while the individual is receiving the federal unemployment benefit. The suspension would terminate upon the individual's exhaustion of benefits available under the federal unemployment program. An individual would not be eligible to receive the federal weekly benefit and the state unemployment weekly benefit during the same week. This would not apply to any federal unemployment benefit that is paid in addition to the state weekly benefit amount.

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<b>LB 685</b>	<i>Sponsor</i>	<i>Topic</i>
	Executive Board	Eliminate obsolete provisions appropriating funds to the State Department of Education for FY2017-18 and FY2018-19

LB 685 was the sole “Revisor bill” for the 2022 Session. Revisor bills are technical correction bills prepared by the Revisor of Statutes. Pursuant to the Rules of the Legislature, Rule 5, Section 3, these bills are introduced by the Chairperson of the Executive Board and referred directly to General File. LB 685 repeals Section 90-561, which refers to prior appropriations for FY2017-18 and FY2018-19 relating to the State Department of Education.

<b>LB 685</b>
<i>Committee:</i> Executive Board
<i>Priority:</i> None
<i>Passed:</i> 2/25/22; 44-0
<i>Signed into Law:</i> 3/3/22
<i>Effective Date:</i> 7/21/22

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<b>LB 700</b>	<i>Sponsor</i>	<i>Topic</i>
	Kolterman	Change provisions relating to public retirement systems

LB 700 incorporates the original provisions of the bill along with provisions from LB 1043.

The measure strikes a number of obsolete provisions, inserts language that was inadvertently omitted in a previous bill, amends the Nebraska Public Employees Retirement Systems (NPERS) director qualifications and requirements for the NPERS and Public Employees Retirement Board (PERB) attorney, and broadens the retirement education and training opportunities provided by NPERS to plan members.

<b>LB 700</b>
<i>Committee:</i> Retirement
<i>Priority:</i> Retirement Com.
<i>Passed:</i> 2/25/22; 45-0 with E Clause
<i>Signed into Law:</i> 3/3/22
<i>Effective Date:</i> 3/4/22

### Pre-retirement Seminars

LB 700 amends Section 84-1511 relating to pre-retirement seminars. The bill clarifies that “leave with pay” means time off paid by the employer and does not mean vacation, sick, personal, or compensatory time.

The bill expands the definition of pre-retirement seminar or “session” as an in-person training or live-broadcast webinar but does not include information that can be accessed at any time via electronic means.

Formerly, the pre-retirement planning program was available to all employees who have attained the age of 50 years or were within five years of qualifying for retirement or early retirement under their retirement systems (i.e., School Plan, Judges, State Patrol, State Employees, County Officials). LB 700 provides that the “sessions” are available to any member who has satisfied the vesting requirements under the retirement system in which the member participates.

Beginning September 1, 2024, the PERB must also provide the sessions to school employees who are members of the Class V (OPS) School Employees Retirement Act.

### Provisions from LB 1043

Clarifies rules governing retirement plan eligibility and termination of employment to ensure compliance with the federal tax code and the efficient operation of the retirement systems. The federal tax code requires that an individual terminate employment with all employers covered by a multiple employer retirement plan before an individual can take a distribution from the retirement plan. The School Employees Retirement Plan (School Plan) is a multiple employer retirement plan.

The State of Nebraska is an employer covered by the School Plan because section 79-920 authorizes state school officials employed by the NDE to participate in the School Plan. In addition, certificated teachers covered by the State Code Agency Teacher Association (SCATA) contract employed by DHHS or the Department of Correctional Services (DCS) participate in the School Plan. All other State of Nebraska employees participate in either the State Employees Retirement Plan (State Plan), the Judges Retirement Plan, or the Nebraska State Patrol Retirement Plan.

LB 700 codifies the current retirement practices and rules for certificated teachers covered by the SCATA contract who are employed by either DHHS or DCS and for state school officials employed by NDE. In addition, it addresses retirement rules for NDE “state school officials” as well as DHHS and DCS certificated teachers covered by the SCATA contract who previously or subsequently are employed by a school district, ESU, or any other state agency.

LB 700 makes one change from current policy and practice. Under circumstances specified in the current section 79-920, a state school official employed by NDE may elect whether to remain in, or become a member of the School Plan or the State Plan. LB 700 eliminates this election option and establishes specific rules for state school officials regarding School Plan and State Plan membership eligibility.

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**LB 742**    *Sponsor*    *Topic*  
                 Erdman    Provide for minutes to be kept in an electronic record under the Open Meetings Act

Existing provisions of the Open Meeting Act, section 84-1413(6), specifically permit minutes of the meetings of a school board or ESU board to be kept as an electronic record.

LB 742 strikes this subsection but then broadens the law to permit any governing body, including school boards and ESU boards, to maintain minutes in written form or kept as an electronic record.

<b>LB 742</b>
<i>Committee:</i> Government
<i>Priority:</i> None
<i>Passed:</i> 4/12/22; 42-0
<i>Signed into Law:</i> 4/18/22
<i>Effective Date:</i> 7/21/22

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**LB 754**    *Sponsor*    *Topic*  
                 Bostar    Extend the commercial air filter pilot program of the State Department of Education

During the 2021 Legislative Session, a measure was passed and signed requiring NDE to develop and implement a pilot program to study the efficacy of commercial air filters in classrooms to remove common pollutants and particulate matter and their impact on academic and behavioral performance.

The study was to be conducted within two years. LB 754 extends this timeline to three years, through school year 2023-24.

<b>LB 754</b>
<i>Committee:</i> Education
<i>Priority:</i> None
<i>Passed:</i> 2/28/22; 41-3
<i>Signed into Law:</i> 3/3/22
<i>Effective Date:</i> 7/21/22

The pilot program development and implementation must be completed in consultation with the University of Nebraska. Upon conclusion of the pilot program, NDE must report the results to the Legislature.

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**LB 758**    *Sponsor*    *Topic*  
Brandt      Change provisions relating to the Nebraska Farm-to-School Program Act

LB 758 expands the Nebraska Farm-to-School Program Act, enacted by LB 396 (2021), to include early childhood education programs. Early childhood education program includes those affiliated with a public school district or ESU.

The bill also adds to the eligible programs to incorporate programs as defined in section 71-1910, which includes any licensed program under the Quality Childcare Act.

<p style="text-align: center;"><b>LB 758</b></p> <p><i>Committee:</i> Education</p> <p><i>Priority:</i> None</p> <p><i>Passed:</i> 2/28/22; 46-0</p> <p><i>Signed into Law:</i> 3/3/22</p> <p><i>Effective Date:</i> 7/21/22</p>
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**LB 780**    *Sponsor*    *Topic*  
Gragert      Change provisions relating to child labor and employment certificates and approval requirements for short-time compensation plans and provide for applicability of the Employment Security Law and the Nebraska Workers' Compensation Act to transit authorities

LB 780 includes the original provisions of the bill relating to child labor and employment certificates along with the provisions of LB 974 (Wayne) relating to Employment Security Law.

Child Labor and Employment Certificates

Current provisions of law (§ 48-302) provide that no child under 16 years of age may be employed or permitted or suffered to work in any employment unless the person or corporation employing the child procures and keeps on file an employment certificate and keeps two complete lists of all children employed in the building.

Current law (§ 48-303) also provides that an employment certificate may be approved only by the superintendent of the school district in which the child resides or by a person authorized by him/her in writing or, when there is no superintendent, then by a person authorized by the school district officers.

LB 780 permits approval only by the principal of the school the child attends or by a person authorized by him/her in writing or, when there is no principal, then by a person authorized by the chief administrative officer of the school or the superintendent of the school district in which the child resides.

Employment Security Law

<p style="text-align: center;"><b>LB 780</b></p> <p><i>Committee:</i> Business and Labor</p> <p><i>Priority:</i> Business and Labor Com.</p> <p><i>Passed:</i> 4/12/22; 45-0</p> <p><i>Signed into Law:</i> 4/18/22</p> <p><i>Effective Date:</i> 7/21/22</p>
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Provisions of LB 974 were incorporated into LB 780. LB 974 was introduced by Senator Wayne on behalf of the Nebraska Workers' Compensation Court to clarify that transit authorities are not exempt from workers' compensation assessments or unemployment insurance payments.

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**LB 840**    *Sponsor*    *Topic*  
Brewer    Change provisions relating to publication and rates for legal notices

LB 840 adjusts the publishing of, and costs associated with, legal notices in newspapers. The bill increases the maximum prices newspapers are allowed to charge for providing legal advertising space. The current amount in statute has not been adjusted since 1996.

<p style="text-align: center;"><b>LB 840</b></p> <p><i>Committee:</i> General Affairs</p> <p><i>Priority:</i> Speaker</p> <p><i>Passed:</i> 4/12/22; 47-0</p> <p><i>Signed into Law:</i> 4/18/22</p> <p><i>Effective Date:</i> 7/21/22</p>
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Beginning October 1, 2022, the legal rates for publication will change and all legal publications and notices of any kind or character that may by law be required to be published for a certain number of days or a certain number of weeks will also be posted by the publishing newspaper on a statewide website established and maintained as storage for such notices by a majority of Nebraska newspapers.

LB 840 clarifies that a website posting, or a failure to make the website posting does not affect the legal validity of the publication of the notice as required.

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**LB 843**    *Sponsor*    *Topic*  
Brewer    Change provisions relating to elections

LB 843 was characterized as an annual omnibus election law cleanup and update measure. However, the bill actually includes a wide variety of very substantive provisions as it relates to the state-by-state trend and effort to ensure a proper electoral process.

<p style="text-align: center;"><b>LB 843</b></p> <p><i>Committee:</i> Government</p> <p><i>Priority:</i> Government Com.</p> <p><i>Passed:</i> 4/13/22; 45-0</p> <p><i>Signed into Law:</i> 4/19/22</p> <p><i>Effective Date:</i> 7/21/22</p>
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The following provisions of LB 843 relate specifically to political subdivisions, including school districts and ESUs.

Cancellation of Special Elections

LB 843 provides that a political subdivision that has submitted an issue for a special election may cancel the special election IF the Secretary of State, election commissioner, or county clerk receives a resolution adopted by the political subdivision canceling the special election on or before the fourth Thursday prior to the election. (No cancellation would be effective after such date.) If a special election is canceled, the political subdivision would be responsible for the costs incurred that are related to the canceled election.

## Election Training

LB 843 provides that a political subdivision, which receives federal or state funds and owns or leases a building that is suitable for a polling place in the county must make the building available to the election commissioner or county clerk for use as a polling place OR for election training purposes. The political subdivision may not charge for the use of the building as a polling place or for election training purposes.

## Recall Elections

LB 843 provides that if the governing board of a political subdivision fails or refuses to call for a recall election by the date established under section 32-1306, the county attorney in the county in which the board is located must file an action in the district court to order the recall election. For offices filled by election in more than one county, the county attorney in the county with the most registered voters residing within the political subdivision must file the action in the district court to order the recall election.

*Note:* Section 32-1306(2) provides that the governing body of the political subdivision shall, within twenty-one days after receipt of the notification from the filing clerk pursuant to subsection (1) of this section, order an election. The date of the election shall be the first available date that complies with section 32-405 and that can be certified to the election commissioner or county clerk at least fifty days prior to the election, except that if any other election is to be held in that political subdivision within ninety days after such notification, the governing body of the political subdivision shall provide for the holding of the recall election on the same day.

The bill provides that any member of a governing body of a political subdivision upon whom a duty is imposed under section 32-1306(2) who fails or refuses to perform the duty is guilty of a Class I misdemeanor.

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## **LB 852** *Sponsor Topic*

Day Require behavioral health points of contact for school districts, provide for mental health first aid training, and change education innovation grants

### Designated Points of Contact

LB 852 provides that, beginning August 1, 2023, each school district must designate one or more behavioral health points of contact for each school building or other division as determined by the school district. A behavioral health point of contact may be an administrator, a school nurse, a school psychologist, or another designated person affiliated with such school building or other division. Each behavioral health point of contact must have knowledge of community behavioral health service providers and other resources available for students and families.

#### **LB 852**

*Committee:* Education

*Priority:* Walz

*Passed:* 4/12/22; 36-10

*Signed into Law:* 4/18/22

*Effective Date:* 7/21/22

Beginning with school year 2023-24, and each school year thereafter, each school district must report the designated behavioral health points of contact to NDE.

### Registry of Resources

Beginning August 1, 2023, and each August 19th thereafter, NDE in consultation with the Division of Behavioral Health of DHHS must provide each school district with a registry of state and local behavioral health resources available to work with students and families by geographic area. The registry must be updated at least annually and include resources for both school-based services and services accessible by students' families outside of school.

### Coordination of Access

Each behavioral health point of contact is required to coordinate access to community behavioral health services for students and families and facilitate access to services during the school day at the school the student attends. Except for students who have reached the age of majority, the facilitation must be approved by the student's parent or guardian.

### Mental Health First Aid Training Program

LB 852 incorporates the provisions of LB 912 (Morfeld) to require NDE to establish a mental health first aid training program for teachers and other personnel employed by a school district or an ESU participating in a grant derived from lottery proceeds.

The training is to be delivered by trainers who are properly certified by a designated national organization for behavioral health to provide training. The program must also provide an opportunity for teachers and other designated personnel to complete the training necessary to become certified to provide mental health first aid training to other teachers and designated personnel.

Mental health first aid training must include training on:

- (a) The skills, resources, and knowledge necessary to assist students in crisis to connect with appropriate local mental health care services;
- (b) Mental health resources, including the location of local community mental health centers; and
- (c) Action plans and protocols for referral to such resources.

A recipient of mental health first aid training must also receive instruction in preparation to:

- (a) Safely de-escalate crisis situations;
- (b) Recognize the signs and symptoms of mental illness, including such psychiatric conditions as major clinical depression and anxiety disorders; and
- (c) Timely refer a student to mental health services in the early stages of the development of a mental disorder to avoid subsequent behavioral health care and to enhance the effectiveness of mental health services. Except for students who have reached the age of majority, any referral must be approved by the student's parent or guardian.

## Innovation Grant Programs

Beginning July 1, 2024, the State Board of Education is required to have in place innovation grant programs in areas, including (i) mental health first aid, (ii) early literacy, (iii) quality instructional materials, (iv) personalized learning through digital education, or (v) other innovation areas identified by the board. LB 852 provides intent language that the grant programs would be funded using lottery funds.

Grantees would be a school district, an ESU, or a combination of entities that includes at least one school district or ESU.

Based on evaluations received by July 1st of each year for each grant program, the State Board of Education must recommend the grant program as:

- (a) Representing a best practice;
- (b) A model for a state-supported program; or
- (c) A local issue for further study.

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**LB 873**    *Sponsor*    *Topic*  
Friesen    Change provisions relating to corporate and individual income taxes, taxation of social security benefits, and property tax credits

LB 873, as introduced, pertained to property taxes levied by community colleges. By the time the bill was passed and signed into law, it also carried the Governor's desire to reduce the top individual income tax rate and corporate tax rate, and also eliminate the income tax on Social Security benefits. (*Information provided by the Legislature's Fiscal Office.*)

<b>LB 873</b>
<i>Committee:</i> Revenue
<i>Priority:</i> Friesen
<i>Passed:</i> 4/7/22; 43-0
<i>Signed into Law:</i> 4/13/22
<i>Effective Date:</i> 7/21/22

LB 873 amends the top rate, currently 6.84%, for individual income taxes as follows:

- For tax year 2023: 6.64%
- For tax year 2024: 6.44%
- For tax year 2025: 6.24%
- For tax year 2026: 6.00%
- For tax year 2027: 5.84%

LB 873 amends the percentage of social security benefits received that are excluded from adjusted gross income, beginning in tax year 2022 as follows:

- For tax year 2022: Increases from 20% to 40%
- For tax year 2023: Increases from 30% to 60%
- For tax year 2024: Increases from 40% to 80%
- For tax year 2025: Increases from 50% to 100%

The impact of the changes to individual income taxes on the General Fund is as follows:

FY22-23	(\$65,541,000)
FY23-24	(\$130,755,000)
FY24-25	(\$212,186,000)
FY25-26	(\$299,995,000)
FY26-27	(\$383,175,000)
FY27-28	(\$434,321,000)

LB 873 amends the top rate, currently 7.5% for tax year 2022 and 7.25% for tax year 2023, for corporate taxes on taxable income on all income in excess of \$100,000 as follows:

- For tax year 2024: 6.50%
- For tax year 2025: 6.24%
- For tax year 2026: 6.00%
- For tax year 2027: 5.84%

The impact of the changes to corporate income tax rates on the General Fund is as follows:

FY22-23	\$0
FY23-24	(\$5,177,000)
FY24-25	(\$23,233,000)
FY25-26	(\$48,301,000)
FY26-27	(\$69,071,000)
FY27-28	(\$84,176,000)

LB 873 amends provisions of the Nebraska Property Tax Incentive Act to change the calculation of total credits available under the act for taxes paid to school districts. Under LB 873, subsection 2(e) would be struck, eliminating the original language related to tax year 2024, which set the total amount of credits to \$375,000,000, and the amount is set as follows:

- For tax year 2022: \$548,000,000
- For tax year 2023: \$560,700,000
- For tax year 2024 and thereafter: Prior year plus allowable growth

The bill also creates a new type of income tax credit under the Nebraska Property Tax Incentive Act, which is a refundable income tax credit for community college property taxes paid. Community college taxes exclude taxes for bonded indebtedness or taxes as for an override of a levy limit approved by voters. The credit percentage is set by the Department of Revenue so that the total amount of credits equals the following amount:

- For tax year 2022: \$50,000,000
- For tax year 2023: \$100,000,000
- For tax year 2024: \$125,000,000
- For tax year 2025: \$150,000,000
- For tax year 2026: \$195,000,000
- For tax year 2027 and thereafter: Prior year plus allowable growth

*Note:* The OpenSky Policy Institute states that the, “[T]ax package that would ultimately cost the state more than \$900 million – roughly one-fifth of the state budget – annually while largely benefiting out-of-state corporations and the wealthy.”

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**LB 888**    *Sponsor*    *Topic*  
Day            Require the State Board of Education to adopt standards for education on the Holocaust and other acts of genocide

LB 888 amends section 79-760.01 relating to the authority of the State Board of Education to adopt measurable academic content standards. The standards must cover the subject areas of reading, writing, mathematics, science, and social studies.

Under LB 888, social studies standards would include:

- (a) Financial literacy; and
- (b) Education on the Holocaust and other acts of genocide as recognized by the Congress of the United States or the United Nations as of January 1, 2022.

*Note:* The financial literacy provision was initially required under LB 452 (2021).

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**LB 906**    *Sponsor*    *Topic*  
Hansen, B.    Require employers to provide for vaccine exemptions and provide duties for the Department of Health and Human Services

LB 906 requires DHHS to develop a vaccine exemption form for an individual to claim an exemption from receiving a COVID-19 vaccine. DHHS must make the form available on the department's website. This measure applies to political subdivisions and other employers.

The form must include a declaration by the individual seeking an exemption that:

- (a) A health care practitioner has provided the individual with a signed written statement that, in the health care practitioner's opinion, (A) receiving a COVID-19 vaccine is medically contraindicated for the individual or (B) medical necessity requires the individual to delay receiving such vaccine; or
- (b) Receiving a COVID-19 vaccine would conflict with the individual's sincerely held religious belief, practice, or observance.

An employer that requires applicants or employees to be vaccinated against COVID-19 must allow for an exemption to the requirement for an individual who provides the employer with:

<b>LB 888</b>
<i>Committee:</i> Education
<i>Priority:</i> Speaker
<i>Passed:</i> 4/13/22; 40-1
<i>Signed into Law:</i> 4/19/22
<i>Effective Date:</i> 7/21/22

<b>LB 906</b>
<i>Committee:</i> Health
<i>Priority:</i> Hansen, B.
<i>Passed:</i> 2/25/22; 37-5 with E Clause
<i>Signed into Law:</i> 2/28/22
<i>Effective Date:</i> 3/1/22

- (a) A completed vaccine exemption form; and
- (b) For an individual claiming an exemption based on the statement of a health care practitioner, a copy of the signed written statement.

An employer may require an employee granted an exemption to:

- (a) Be periodically tested for COVID-19 at the employer's expense; and
- (b) Wear or use personal protective equipment provided by the employer.

**LB 908**     *Sponsor*     *Topic*  
 McDonnell     Provide additional requirements for virtual conferencing under the Open Meetings Act

LB 908 would provide expanded authorization for public bodies to hold public meetings by virtual conferencing. This mode of public meeting would be permissible (i) whenever the meeting business will be discussed or acted upon at a subsequent in-person meeting of the body, (ii) when the public body takes no action during the virtual meeting, and (iii) when existing requirements for public notice and public accommodation are satisfied.

**LB 908**

*Committee:* Government  
*Priority:* None  
*Passed:* 4/12/22; 44-1  
*Signed into Law:* 4/18/22  
*Effective Date:* 7/21/22

The bill clarifies that the new authority to use virtual conferencing does not diminish the authority previously granted in statute for public bodies to use virtual conferencing under other circumstances.

**LB 922**     *Sponsor*     *Topic*  
 Lathrop     Change provisions relating to judges, jury commissioners, child support, and the Risk Management Program, prohibit criminal trespass by electronic device and criminal impersonation by stolen valor, and exempt the Judicial Resources Commission from the Open Meetings Act

LB 922 represents the third measure in the 2022 Session to amend the Open Meetings Act. The other measures are LB 742 and LB 908.

The bill excludes the Judicial Resources Commission from holding meetings through virtual conferencing.

**LB 922**

*Committee:* Judiciary  
*Priority:* Judiciary Com.  
*Passed:* 4/13/22; 43-1  
*Signed into Law:* 4/19/22  
*Effective Date:* 7/21/22



LB 1112 defines computer science and technology education to include knowledge and skills regarding computer literacy, educational technology, digital citizenship, information technology, and computer science.

Beginning with school year 2024-25, each school district, in consultation with NDE, must include computer science and technology education in the instructional program of its elementary and middle schools, as appropriate, and beginning in school year 2026-27, require each student attending a public school to complete at least one five-credit high school course or the equivalent of a one-semester high school course in computer science and technology prior to graduation.

The computer science and technology education course may be made available in a traditional classroom setting, a blended-learning environment, or an online-based or other technology-based format that is tailored to meet the need of each participating student.

By December 1, 2025, and each December 1st thereafter, each school district must provide an annual computer science and technology education status report to its school board and NDE, including student progress in computer science and technology courses and other district-determined measures of computer science and technology education progress from the previous school year.

The bill requires the State Board of Education to adopt measurable academic content standards for computer science and technology education under the mathematics, science, or career and technical education standards.

<b>LB 1112</b>
<i>Committee:</i> Education
<i>Priority:</i> Speaker
<i>Passed:</i> 4/12/22; 33-11
<i>Signed into Law:</i> 4/18/22
<i>Effective Date:</i> 7/21/22

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<b>LB 1130</b>	<i>Sponsor</i>	<i>Topic</i>
	Morfeld	Change reporting requirements under the Nebraska Statewide Workforce and Education Reporting System Act

The Nebraska Statewide Workforce and Education Reporting System collaboration has its roots in LB 1071 (2010), which directed the Board of Regents of the University of Nebraska, the State Board of Education, the Board of Trustees of the Nebraska State Colleges, and the Community College Board of Governors for each community college area to adopt a policy to share student data. In 2019, the partners completed the legal formation of the Nebraska Statewide Workforce and Education Reporting System as a joint public entity under the Interlocal Cooperation Act in order to cooperate for mutual advantage with regard to data initiatives.

The Reporting System allows Nebraska to:

<b>LB 1130</b>
<i>Committee:</i> Education
<i>Priority:</i> Speaker
<i>Passed:</i> 4/13/22; 37-2
<i>Signed into Law:</i> 4/19/22
<i>Effective Date:</i> 7/21/22

- (1) Provide workforce outcomes data to postsecondary institutions to guide program, educator, and institutional improvement;
- (2) Support students and parents in understanding what education, training, and career pathways best prepare students for occupational success;
- (3) Provide comprehensive data about student success and workforce outcomes to policymakers to inform decisions and resource allocation;
- (4) Track workforce outcomes in order to better align programs with demands in the labor market;
- (5) Disaggregate student outcomes by race, ethnicity, gender, and economic status in order to identify and close educational attainment gaps; and
- (6) Identify the long-term return on investment from early education programs.

LB 1130 requires the Nebraska Statewide Workforce and Education Reporting System to issue a report electronically to the Clerk of the Legislature and the Governor by December 1, 2022 and each December 1st thereafter. The report must provide an overview of research and analysis conducted, additional data needs for future analysis, and organizational structure and needs.

The bill was introduced because a recently completed proof-of-concept data project from Nebraska's public education and workforce agencies showed that 31% of Nebraska students could not be traced into the Nebraska workforce based on current available data. LB 1130 would allow expanded data collection in order to remedy this situation.

**LB 1165**    *Sponsor*    *Topic*  
                  Sanders    Change provisions of the Nebraska Budget Act

LB 1165 provides school districts the ability to start collecting a tax levy for bond principal and interest once it has been approved by the voters instead of waiting until the bonds have been issued. This change provides the school district with the resources needed to make their first bond payment(s), instead of waiting for the bond details to be finalized before tax is collected, which in turn could cause a school district to have to borrow funds to make the first payments. School districts may be able to reduce interest and lending costs by being able to tax immediately.

**LB 1165**

*Committee:* Government  
*Priority:* None  
*Passed:* 4/12/22; 44-0  
*Signed into Law:* 4/18/22  
*Effective Date:* 7/21/22

**LB 1218**    *Sponsor*                                    *Topic*  
                  Education Com.    Adopt the Teach in Nebraska Today Act, provide for income tax adjustments, and change provisions relating to certification of school employees and student loan forgiveness

Perhaps as important as any substantive provision of the bill, LB 1218 officially declares that there is an educator workforce shortage in this state and that efforts need to be made to recruit, prepare, retain, and support the teaching profession while maintaining high-quality educators in our classrooms around the state.

<b>LB 1218</b>
<i>Committee:</i> Education
<i>Priority:</i> Education Com.
<i>Passed:</i> 4/13/22; 46-0
<i>Signed into Law:</i> 4/19/22
<i>Effective Date:</i> 7/21/22

The bill further finds that the pool of qualified individuals for the teaching profession has been reduced statewide, in part, due to requirements in place for applicants to prove proficiency in basic skills competency by passing a prescribed examination in reading, writing, and mathematics before being accepted into a teacher education program.

Yet the provisions originally proposed to change the basic skills competency were removed on Select File through an amendment offered by Senator Erdman.

The bill inches closer to change in the certification process, but only modest changes were accepted by the full Legislature.

### Loan Forgiveness

LB 1218 creates the Teach in Nebraska Today Program, to be administered by NDE. The purpose of the program is to attract individuals to the teaching profession who have expressed an interest in teaching and to support the employment of those individuals as classroom teachers by providing student loan repayment assistance for service as a classroom teacher in this state.

Student loan repayment assistance under the program would be available to an individual who applies for the assistance and who:

- (a) Is a resident of the State of Nebraska; and
- (b) Is teaching full-time or has a contract to teach full-time at the time of application for the program.

The amount of repayment assistance awarded to an eligible applicant would be limited to \$5,000 per year. An eligible applicant may be awarded repayment assistance for up to five years. The five years of awards are not required to be consecutive but may not extend beyond eight years in total.

If the funds available for repayment assistance in any year are insufficient to provide assistance to all eligible applicants, NDE must establish priorities for awarding repayment assistance with renewal applications given priority over initial applications. For initial applications, priority must be given to applicants who demonstrate financial need.

An eligible applicant may receive repayment assistance under the program for the repayment of a student loan received through any lender which was incurred in the applicant's own name for his/her own educational expenses at any accredited public or private nonprofit college or university in this state or any other state. If the loan is not a state or federal guaranteed student loan, the note or other writing governing the terms of the loan must require the loan proceeds to be used for

expenses incurred by the applicant to attend an accredited public or private nonprofit college or university in this state or any other state.

Applications for student loan repayment assistance must be submitted no later than June 10, 2023, and no later than June 10th of each year thereafter, on a form developed by NDE. The department must determine whether to approve or deny each application and must notify each applicant of the determination no later than September 10, 2023, and no later than September 10th each year thereafter.

Student loan repayment assistance awarded under the program may be applied to the principal amount of the loan and to interest that accrues. The repayment assistance must be paid in one of the following three ways as directed by the applicant on his/her application:

- (a) Directly to the lender or loan servicer that holds the outstanding balance of the student loan in one lump-sum payment;
- (b) Directly to the lender or loan servicer that holds the outstanding balance of the student loan in monthly payments. The monthly payments must be made: (i) In twelve equal payments; or (ii) If requested by the applicant, in smaller amounts over a longer period of time, not to exceed 24 months. In such case, payments must be equal for the first 12 months or until such time as the applicant's payment amount is recalculated by the lender or loan servicer and then, if adjusted, must be equal for the next 12-month period. Any unpaid funds at the end of 24 months may be requested to be paid in a lump-sum payment to the lender or loan servicer or must be considered forfeited by the applicant. Applicants who are awarded repayment assistance in more than one year may have their awards divided across no more than 120 monthly payments under the program; or
- (c) Directly to the applicant for the purpose of making the applicant's student loan payments. This option would be available if the applicant is not in default on any student loan at the time of application. Any individual receiving repayment assistance under this option must provide documentation that the full award was used for student loan payments when (i) applying for repayment assistance under the program in subsequent years and (ii) claiming an adjustment to federal adjusted gross income. Such documentation must be provided using a form prescribed by NDE.

The total amount of student loan repayment assistance awarded under the program may not exceed \$5 million dollars in any fiscal year. LB 1218A provides for an annual appropriation of \$5 million.

For purposes of the program, LB 1218 defines “teaching full-time” to mean (a) teaching an average of at least four hours per contract day performing instructional duties as a full-time employee of an approved or accredited public, private, denominational, or parochial school in this state or (b) teaching an average of at least four hours per contract day performing dual-credit instructional duties for students of approved or accredited public, private, denominational, or parochial schools in this state while employed full-time at an accredited public or private nonprofit college or university in this state.

LB 1218 amends relevant tax law, related to income tax adjustments, so that recipients of student loan repayment assistance under the program will have their federal adjusted gross income reduced by the amount received to the extent that such amount is included in federal adjusted gross income.

### Approval of Teacher Education Programs

Under the present duties of the State Board of Education, section 79-318 requires the board to approve teacher education programs conducted in Nebraska postsecondary educational institutions designed for the purpose of certificating teachers and administrators. LB 1218 amends this provision to clarify that the board's authority to approve teacher education programs in Nebraska does not allow such approval to require a statewide examination as an entrance requirement related to basic skills competency.

### Basic Skills Competency

One of the most significant changes proposed in LB 1218, as introduced, was a modification to basic skills competency. However, as passed, basic skills competency was left as it currently exists in statute, which is either (a) proficiency in (i) the written use of the English language, (ii) reading, comprehending, and interpreting professional writing and other written materials, and (iii) working with fundamental mathematical computations as demonstrated by successful completion of an examination designated by the board or (b) successful employment experiences.

### Certification Fees

LB 1218 changes the fee structure for teacher certificates from being explicitly set in statute to being set by the Commissioner with a not to exceed amount. These amounts were increased by an inflationary factor based on the last time they were increased. This statutory change allows the Commissioner to increase, decrease or waive the fees as deemed appropriate.

- Issuance of a certificate or permit, not to exceed \$75;
- Additional Endorsements, not to exceed \$55.

### Reciprocity

The bill provides that if an applicant possesses a similar certification or permit in another state, the applicant's eligibility for a certificate or permit in this state may be demonstrated by experience as an educator in the other state that shows the academic and professional preparation of the applicant.

LB 1218 requires the State Board to authorize the issuance of a certificate or permit to any applicant who is a military spouse or has been offered employment to teach, administer, or provide special services by an accredited school district in Nebraska or an approved and accredited private, denominational, or parochial school in Nebraska, and meets other basic requirements.

### Student Teachers

LB 1218 offers an additional \$1,000 of student loan forgiveness to participants in the Attracting Excellence to Teaching Program after the successful completion of their student teaching. This program was created in 2000 and represents the first loan forgiveness program for teachers.

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**LB 1261**    *Sponsor*    *Topic*  
Murman    Adopt the Nebraska Higher Blend Tax Credit Act and change provisions of the ImagiNE Nebraska Act, the Nebraska Advantage Rural Development Act, and the Urban Redevelopment Act

LB 1261 amends the Nebraska Advantage Rural Development Act to increase the total credits available for approved projects from \$1 million each calendar year to \$10 million.

This increase would begin in calendar year 2022 and continues until 2027. This will result in additional revenue loss for the state.

<p style="text-align: center;"><b>LB 1261</b></p> <p><i>Committee:</i> Revenue</p> <p><i>Priority:</i> Dorn</p> <p><i>Passed:</i> 4/13/22; 46-0 with E Clause</p> <p><i>Signed into Law:</i> 4/19/22</p> <p><i>Effective Date:</i> 4/20/22</p>
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**II. Interim Studies, 2022**  
*Sorted by Committee of Jurisdiction*

**LR 330**     *Committee*     *Sponsor*  
                 Appropriations     Linehan

The purpose of this resolution is to propose an interim study to determine what percentage should be used to forecast revenue when preparing fiscal notes and determine if state agencies or political subdivisions should use the same percentage when preparing their estimates on the fiscal impact of a specific bill. The study should also examine how the percentage interplays with the Nebraska Economic Forecasting Advisory Board when calculating the increase or decrease in projected revenue.

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**LR 406**     *Committee*     *Sponsor*  
                 Appropriations     Stinner

The purpose of this resolution is to propose an interim study to examine the implementation the Office of Chief Information Officer's information technology consolidation initiative to ensure efficient use of Nebraska taxpayer resources.

The Office of Chief Information Officer's website states "The Office of the Chief Information Officer was created to assure a coordinated, efficient, and cost-effective approach is taken on an enterprise level for the deployment of technology by the Nebraska State Government. The Office of the CIO provides a wide range of technology services to state agencies, boards, and commissions, as well as political subdivisions. As the State continues to explore shared services, we have eliminated the duplication of several IT expenditures and services, lowered costs through enterprise purchases and agreements, and provided more efficient and effective ways to expand access to government services."

The Office of Chief Information Officer has the duty to fulfill its mission statement and the obligation to ensure its stated purpose of coordinating a cost-effective operation of information technology services to Nebraska state agencies.

This study shall include, but not be limited to, the following:

- (1) Analysis of budget programs under the purview of the Office of Chief Information Officer, including revolving funds and requests for full-time equivalent employees;
- (2) Analysis of agency revenues, including a list of billable services and fees;
- (3) Comparison of expenditures to agency revenues;
- (4) Review of historical increases in full-time equivalent employees compared with increases in revenue from billable services;
- (5) Evidence of improvements resulting from the consolidation initiative;
- (6) Existing needs for improvement in the consolidation initiative, where they exist; and
- (7) Recommendations for the improvement of implementation of the consolidation initiative.

**LR 372**    *Committee*    *Sponsor*  
Banking            Williams

The purpose of this resolution is to propose an interim study to examine whether the Real Property Appraiser Act should be updated. In order to carry out the purpose of this resolution, the committee should seek the assistance of the Real Property Appraiser Board and should consider the input of interested persons as the committee deems necessary and appropriate.

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**LR 354**    *Committee*    *Sponsor*  
Education        McDonnell

The purpose of this resolution is to propose an interim study to examine the educational experiences and outcomes of youth in foster care. The study shall include, but not be limited to, a consideration of the following:

- (1) National and best practices related to educational opportunities for youth in foster care;
- (2) The known challenges of youth in foster care in regards to educational attainment;
- (3) The status of the state's current system of support for youth in foster care in regards to their educational goals;
- (4) Racial, economic, and geographic disparities that exist in educational attainment for youth in foster care;
- (5) Potential programs to address challenges in educational success for youth in foster care, particularly the foster care full ride program;
- (6) The landscape of educational opportunities for youth in foster care including community colleges, universities, state colleges, and career and technical training programs;
- (7) Other state efforts to support youth in foster care and their educational goals; and
- (8) Potential statutory or administrative changes that would support improved outcomes in education for youth in foster care.

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**LR 359**    *Committee*    *Sponsor*  
Education        Walz

The purpose of this resolution is to propose an interim study to examine whether section 79-458, which authorizes certain property holders to attach their property to a different school district through a freeholder petition, should be updated or eliminated. In order to carry out the purpose of this resolution, the committee should seek the assistance of the Nebraska Department of Education and Nebraska Department of Revenue and should consider the input of county officials, school districts, and interested persons as the committee deems necessary and appropriate.

The issues addressed by this interim study shall include, but are not limited to:

- (1) A review of the applicable laws, regulations, policies, and exceptions regarding the transfer of property through freeholder petitions from one school district to another; and

- (2) Whether property should automatically be returned to the original district when property ownership changes.

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**LR 414**    *Committee*    *Sponsor*  
                 Education    McDonnell

The purpose of this resolution is to examine programming, opportunities, and interventions for students attending an alternative school, class, or educational program in Nebraska. This study shall include, but not be limited to, an examination of the following:

- (1) What programming is available for students who have been expelled from their school;
- (2) Program completion rates for students attending an alternative school, class, or educational program;
- (3) The relationship between unverified status, truancy, and expulsions and suspensions for students;
- (4) Whether certain months during the year have an unexpected increase in expulsions; and
- (5) National best practices for students attending an alternative school, class, or educational program.

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**LR 420**    *Committee*    *Sponsor*  
                 Education    Hansen, B.

The purpose of this resolution is to propose an interim study to examine the education process and procedures for serving students with special needs. The requirements for special needs programs vary from district to district and addressing student needs for children in all of Nebraska's schools will promote excellence in education.

This study may include, but is not limited to:

- (1) Evaluating how to best serve students with special needs;
- (2) Examining educational opportunities for students with special needs;
- (3) Evaluating the benefits of keeping families with children who have special needs together;
- (4) Reviewing how each district approaches the relationships between public and private schools in providing education for students with special needs;
- (5) Examining the option of offering consistent equitable services in nonpublic schools; and
- (6) Examining special education funding for the state's public schools.

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**LR 374**    *Committee*            *Sponsor*  
                 Executive Board    Walz

The purpose of this resolution is to create a select interim committee of the Legislature, to be known as the State and Local School Aid Committee, to conduct an in-depth study of the balancing of state and local financing of the public elementary and secondary schools in Nebraska. In order to carry out the purpose of this resolution, the committee should seek the assistance of the State

Department of Education and the Department of Revenue and should consider the input of school districts and interested parties as the committee deems necessary and appropriate.

The study shall include, but not be limited to:

- (1) An examination of ways to equitably balance the financing of public education from state and local sources; and
- (2) Developing recommendations for improving equity in school funding in Nebraska.

The committee shall consist of:

- (1) The chairperson of the Education Committee of the Legislature, or the chairperson's designee, who shall serve as the chairperson of the State and Local School Aid Committee;
- (2) A member of the Education Committee of the Legislature, appointed by the chairperson of such committee;
- (3) The chairperson of the Revenue Committee of the Legislature, or the chairperson's designee;
- (4) A member of the Revenue Committee of the Legislature, appointed by the chairperson of such committee;
- (5) The chairperson of the Appropriations Committee of the Legislature, or the chairperson's designee; and
- (6) A member of the Appropriations Committee of the Legislature, appointed by the chairperson of such committee.

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<b>LR 393</b>	<i>Committee</i>	<i>Sponsor</i>
	Executive Board	Cavanaugh, J.

The purpose of this resolution is to propose an interim study to examine the committee hearing procedures of the Legislature and explore changes that would improve access to participation from the public. One of the advantages of a unicameral form of government is better transparency, accountability, and access to the legislative process for members of the public. To realize these benefits, the Legislature should ensure committee procedures maximize opportunities for public input, especially during the committee hearing process where the goal is to allow for participation from the "second house".

The COVID-19 public health emergency led to changes in how the Legislature collects and records public comments on legislative bills, including implementation of an online public comment portal and the practice of accepting written testimony. It also allowed many to become more familiar with technology that facilitates virtual communication. These circumstances necessitate an examination of committee procedures and practices and potential improvements.

The issues addressed by this interim study shall include, but not be limited to:

- (1) An examination of current and past committee hearing procedures, including procedures on taking and recording testimony and written comments;
- (2) An overview of the public comment portal implemented in 2020 and its effectiveness;

- (3) A review of methods used in other states and other Nebraska government bodies for input from the public on policy issues; and
- (4) Potential improvements in committee hearing procedures that increase public participation and input from all Nebraskans, especially those often left out of the policy process.

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**LR 376**    *Committee*        *Sponsor*  
                  Government        Hansen, M.

The purpose of this resolution is to propose an interim study to determine whether reports of the resistance of public agencies to fulfill public record requests are representative of a broad statewide issue or represent isolated incidents. If these incidents are commonplace, the study should determine what reforms could be enacted to ensure that public record requests are being properly met and that Nebraskans have prompt, unfettered, and robust access to open government.

Sections 84-712 to 84-712.09 are intended to guarantee that the public has access to public records of government bodies at all levels of government. However, even though the purpose and scope of sections 84-712 to 84-712.09 are for broad disclosure and accessibility, some categories of records are exempt from disclosure. Section 84-712.05 provides twenty-three separate categories of records that may be withheld from the public so long as such records have not been publicly disclosed in open court, an open administrative proceeding, or an open meeting or disclosed by a public entity pursuant to its duty. There are additional statutory exceptions which provide that governmental records can be withheld from public inspection.

News media members, advocacy groups, and other members of the public have reported that public records requests are regularly and routinely resisted by governmental bodies. Such reports indicate that resistance takes the form of prolonged delays in responding to requests, demands of excessive prepayment amounts for the costs of retrieving such records, tenuous claims of exemptions allowing for the public agency to withhold records, or other justifications.

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**LR 366**    *Committee*        *Sponsor*  
                  Health                Wishart

The purpose of this resolution is to propose an interim study to survey and examine at least three of the current certified community behavioral health clinics established through the federal Substance Abuse and Mental Health Services Administration's demonstration program in order to provide additional information on the impact of the implementation of such clinics on the current mental health and substance use treatment system in Nebraska. Such clinics have been established in 42 states across the country to expand access to care and improve coordination with law enforcement, the legal system, and schools.

The study shall include, but not be limited to, an examination of:

- (1) The need for accessible care in each area served by the current clinics and how implementation of the new model has impacted that need and waitlists for services;
- (2) The impact of clinics on individuals with co-occurring mental health conditions;



- (3) The feasibility and cost of the early childhood workforce entering existing health insurance pools and securing quality health insurance through the health insurance marketplace or private markets.

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**LR 438**     *Committee*     *Sponsor*  
                  Health               Health Committee

The purpose of this resolution is to propose an interim study to identify potential policy changes for improving communication and sharing of case-specific information among the various state and local government agencies responsible for the care, custody, treatment, and rehabilitation of youth in Nebraska, including, but not limited to, youth involved in the child welfare system and youth committed to the youth rehabilitation and treatment centers. The sharing of information related to the past treatment, interventions, programming, and support of youth may improve efficiency in treating youth who transition from the care of one agency to another agency and improve outcomes for youth.

The study should include, but not be limited to, an examination of:

- (1) The opportunities for sharing case information between and among state and local government agencies involved in the treatment, rehabilitation, and education of youth in the state's care and custody; and
- (2) The barriers to sharing case information between and among the Department of Health and Human Services, the Department of Correctional Services, the Office of Probation Administration, the State Department of Education, and juvenile detention facilities.

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**LR 379**     *Committee*     *Sponsor*  
                  Judiciary           Day

The purpose of this resolution is to propose an interim study to examine fentanyl distribution in Nebraska. Pharmaceutical fentanyl is a synthetic opioid that is used to treat pain and has fifty to one hundred times the potency of morphine. However, in recent years the use of fentanyl that was illegally made and distributed has shown harmful consequences. When mixed with other drugs, whether or not the user knows about the combination product, fentanyl can cause overdose and death. Studying fentanyl distribution in Nebraska and assessing the current response will identify life-saving actionable steps the Legislature can take to address the opioid crisis and protect Nebraskans.

This study shall include, but not be limited to, an examination of the following:

- (1) Data collection and information gathering regarding:
  - (a) Fentanyl manufacturing and distribution in Nebraska and surrounding states;
  - (b) The classification of drug-induced homicide and drug delivery resulting in death charges in Nebraska as compared to other states;
  - (c) Punitive or restorative responses to drug-induced homicide and drug delivery resulting in death charges; and
  - (d) Potential expansion of prevention, intervention, and response activities; and

- (2) Possible solutions pertaining to fentanyl distribution in the state and collaboration with the appropriate community partners about these solutions.

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**LR 386**     *Committee*     *Sponsor*  
                  Judiciary         DeBoer

The purpose of this resolution is to propose an interim study to examine the Nebraska Juvenile Code. The study shall include a review of the Nebraska Juvenile Code, including related statutes and court rules to potentially modify. In order to fulfill the purpose of the resolution, the committee should seek the assistance of county judges, juvenile judges, attorneys, and any others the committee deems necessary.

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**LR 294**     *Committee*         *Sponsor*  
                  Retirement         Kolterman

The purpose of this study is to examine the public employees' retirement systems administered by the Public Employees Retirement Board, including the State Employees Retirement System, the County Employees Retirement System, the School Employees Retirement System, the Nebraska State Patrol Retirement System, and the Judges Retirement System. The study may also examine the retirement system administered under the Class V School Employees Retirement Act. The study shall examine issues as they relate to the funding needs, benefits, contributions, and the administration of each retirement system.

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**LR 295**     *Committee*         *Sponsor*  
                  Retirement         Kolterman

The purpose of this study is to carry out the provisions of section 13-2402, which requires the Nebraska Retirement Systems Committee to monitor underfunded defined benefit plans administered by political subdivisions. The study shall include a public hearing for the presentation of reports by political subdivisions with underfunded defined benefit plans.

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**LR 333**     *Committee*         *Sponsor*  
                  Revenue             McDonnell

The purpose of this resolution is to propose an interim study to examine modernization of Nebraska's tax system with the goal of facilitating economic growth. The study shall include, but not be limited to, an examination of the following:

- (1) The current structure of personal and corporate income tax;
- (2) The current structure of sales tax;
- (3) The current structure of tax incentives;
- (4) The current structure of the inheritance tax;
- (5) The current structure of the personal property tax; and
- (6) Recommendations to modify these components in a means that is revenue neutral.

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**LR 383**     *Committee*     *Sponsor*  
                 Revenue             Erdman

The purpose of this resolution is to propose an interim study to explore best practices for the implementation of a consumption tax in Nebraska.

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**LR 418**     *Committee*     *Sponsor*  
                 Revenue             Bostar

The purpose of this resolution is to propose an interim study to examine the sales tax system in Nebraska with respect to exemptions provided to various industries in an effort to incentivize business investment and economic growth in the state.

The study shall include, but not be limited to, an examination of the following:

- (1) The current statutory approach to sales tax exemptions provided to various industries for certain inputs in Nebraska, including those exemptions provided to manufacturing and agriculture;
- (2) The current statutory approach to sales tax exemptions provided to various industries for certain inputs in other states, including the sales tax exemptions provided to data centers by neighboring states and the nationwide trends for providing such exemptions to incentivize business investment;
- (3) The beneficial economic impacts of data center investments and expansion in Nebraska and in other states nationwide; and
- (4) Recommendations to modify the current statutory approach to sales tax exemptions provided to data centers that invest and expand in Nebraska.

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**LR 401**     *Committee*             *Sponsor*  
                 Transportation     Friesen, Albrecht, Bostelman, DeBoer, Hughes, Moser

The purpose of this resolution is to propose an interim study to review the administration of the Nebraska Broadband Bridge Act.

The study shall include, but need not be limited to:

- (1) Examining changes made by the Public Service Commission in docket C-5368;
- (2) Reviewing the distribution of grants under the Nebraska Broadband Bridge Act with special attention to grants for the second year; and
- (3) Considering the need for additional legislation governing the administration of the Nebraska Broadband Bridge Act and the need for legislation to implement the federal Broadband Equity, Access, and Deployment Program and any other federal broadband assistance program.

Administration

Superintendent's Evaluation

The Superintendent shall be evaluated twice during the first year of employment and at least once annually thereafter. The evaluation instrument to be used in the evaluation of the Superintendent shall be in the form established by the Board of Education from time to time.

Adopted on: 11/08/2010

Revised on:

Reviewed on: 03/09/2015

## Administration

Evaluation Instrument of Superintendent**I. EVALUATION PLAN**

The following are steps recommended as an evaluation for the Superintendent of Schools.

1. Review of Superintendent's performance by individual board members (October).
2. Completion of Superintendent's Appraisal form by individual members (October 20).  
Completion of self evaluation using Superintendent's Appraisal form by Superintendent (October 20)
3. Individual member consultation with Superintendent. (Optional - November)
4. Compilation of ratings by Board President (by November Board Meeting).
5. Meeting with Board members to review compiled ratings, identify strengths, areas for improvement, and superintendent's goals for current year (December Board Meeting).
6. Meeting with the Superintendent to review ratings, strengths, and areas for improvement (December Board Meeting).
7. Determination of salary and/or contract terms (December Board Meeting).
8. Superintendent response to evaluation and revisions of goals for ensuing year (January).

Date of Adoption: November 8, 2010  
Date of Revision: September 12, 2011  
Date of Review: August 11, 2011



NASB STANDARD  
SUPERINTENDENT  
EVALUATION





**Standard I: Mission, Vision, & Goals**

*Standard Descriptor: The superintendent works collaboratively with the board to define, adopt, and institute the district mission, vision, and goals to ensure the progress and success of student learning and achievement.*

Please indicate what you feel is the most accurate descriptor to the following statements.  
The Superintendent . . .

		Excellent	Good	Average	Fair	Poor	Unsure
I.a.	Works collaboratively with the board to define, adopt, and institute the district mission, vision, and goals.						
I.b.	Assumes the key leadership role and responsibility for growth and improved student learning.						
I.c.	Seeks input from the board when appropriate.						
I.d.	Engages internal stakeholders (i.e. administration, staff, students) and external stakeholders (i.e. parents, community) in the discussion of long-term plans and goals.						
I.e.	Effectively utilizes data to guide and monitor progress of district goals.						
I.f.	Implements and monitors progress of the district/strategic plan.						
I.g.	Identifies and proactively addresses potential barriers to ensure the success of the school district.						
	Provide evidence to support your choices above. <i>*Suggested supplemental evidence for this standard includes but is not limited to:</i> <ul style="list-style-type: none"> <li>• District strategic plan/district goals</li> <li>• Plan for implementing, monitoring and reporting progress of strategic plan/district goals</li> <li>• School improvement plan (including updates/assessment of progress and modifications)</li> <li>• School improvement teams</li> <li>• Superintendent performance plan aligned with district priorities and indicators to measure progress and success</li> <li>• Student performance data</li> <li>• Engagement/communication plan</li> <li>• Meeting agendas/minutes</li> </ul>						
	If you were to suggest one improvement to Mission, Vision, and Goals for the upcoming year, what would it be?						





**Standard II: Policy**

*Standard Descriptor: The superintendent works collaboratively with the board to define, update, and adopt effective and purposeful district policy.*

Please indicate what you feel is the most accurate descriptor to the following statements.  
The Superintendent . . .

		Excellent	Good	Average	Fair	Poor	Unsure
II.a.	Works with the board to review, update and adopt effective and purposeful district policy.						
II.b.	Governs consistently through board policy and administrative protocol and procedures.						
II.c.	Provides public access to district policy.						
II.d.	Ensures all handbooks are aligned to district policy.						
II.e.	Implements a policy to ensure curriculum is reviewed and aligned with current state standards.						
II.f.	Ensures student discipline is implemented with integrity and consistency.						
II.g.	Personnel policies are clear and implemented consistently.						
II.h.	Monitors administrators' implementation of policy and procedures.						
	Provide evidence to support your choices above. <i>*Suggested supplemental evidence for this standard includes but is not limited to:</i> <ul style="list-style-type: none"> <li>• District adopted policy review process/calendar</li> <li>• Progress/updates of the board's work with policy</li> <li>• Policy committee minutes</li> <li>• Curriculum review policy</li> <li>• Meeting agendas/minutes</li> </ul>						
	If you were to suggest one improvement to Policy for the upcoming year, what would it be?						

*\*Grey-highlighted questions indicate that they are asked only to the superintendent in the self-evaluation.*





**Standard III: Budget Planning & Management**

*Standard Descriptor: The superintendent provides organizational leadership district-wide to ensure fiscal responsibility by allocating, using, and investing district resources to support effective instruction and improved student learning.*

Please indicate what you feel is the most accurate descriptor to the following statements.  
The Superintendent . . .

		Excellent	Good	Average	Fair	Poor	Unsure
III.a.	Upholds fiscal responsibility and accountability.						
III.b.	Leads a collaborative board and administrative budget planning process to align resources with the district mission, vision, and goals.						
III.c.	Utilizes data, research, and informed decision-making to support the allocation of district resources.						
III.d.	Updates board with historical and current budget data to monitor revenue and expenditures.						
III.e.	Ensures that the district completes an annual CPA audit and discloses findings to the finance committee/board.						
I.f.	Advocates for and pursues innovative solutions to improve and expand fiscal and human resources.						
II.g.	Ensures the maintenance and upkeep of facilities.						
	<p>Provide evidence to support your choices above.</p> <p><i>*Suggested supplemental evidence for this standard includes but is not limited to:</i></p> <ul style="list-style-type: none"> <li>• Budget strategic/district goals</li> <li>• Professional development plan</li> <li>• Monthly budget reports</li> <li>• Quarterly expenditure updates</li> <li>• District audit</li> <li>• Management and use of alternative resources (i.e. ESU funding, all grant applications, etc.)</li> <li>• Five/Ten-year facility plan</li> <li>• Budget development calendar/board</li> <li>• Financial policies</li> <li>• Forecast financial data</li> </ul>						
	If you were to suggest one improvement to Budget Planning and Management for the upcoming year, what would it be?						





**Standard IV: Educational Leadership**

*Standard Descriptor: The superintendent provides educational leadership ensuring resources align and support best practice for instructional standards, as well as implementation of current/applicable curriculum and assessments to support student success.*

Please indicate what you feel is the most accurate descriptor to the following statements.  
The Superintendent . . .

		Excellent	Good	Average	Fair	Poor	Unsure
IV.a.	Advocates for the learning needs of all students.						
IV.b.	Promotes a student-centered culture.						
IV.c.	Advocates for the engagement of parents/families as partners in the education of students.						
IV.d.	Ensures curricular and instructional decision-making is based upon current research, data, and best practice.						
IV.e.	Provides the time and resources to align curriculum vertically, horizontally, and to the state standards.						
IV.f.	Provides comprehensive coursework and opportunities to ensure college/career readiness for every student.						
IV.g.	Ensures the district-adopted instructional framework is implemented consistently.						
IV.h.	Integrates the district-adopted instructional framework into certificated staff evaluations.						
IV.i.	Advocates for curriculum and instruction that challenges each student.						
IV.j.	Optimizes alignment of resources, curriculum, and assessments to support student success.						
IV.k.	Provides integrated technology curriculum and resources.						
	Provide evidence to support your choices above. <i>*Suggested supplemental evidence for this standard includes but is not limited to:</i> <ul style="list-style-type: none"> <li>• District strategic plan/district goals</li> <li>• School improvement plan (including assessment of progress and modifications)</li> <li>• School improvement teams</li> <li>• District calendar</li> <li>• Curriculum review cycle plan and updated policy for curriculum and assessment review</li> <li>• Curriculum review committee minutes</li> <li>• Student performance data and goals</li> <li>• Data to support instruction strategies and student-centered initiatives</li> <li>• Curriculum/programs additions/modifications</li> <li>• Instructional model</li> </ul>						
	If you were to suggest one improvement to Educational Leadership for the upcoming year, what would it be?						

*\*Grey-highlighted questions indicate that they are asked only to the superintendent in the self-evaluation.*





**Standard V: Organizational & Cultural Leadership**

*Standard Descriptor: The superintendent provides cultural leadership through accountability, inclusiveness, engagement, and advocacy for staff and students.*

Please indicate what you feel is the most accurate descriptor to the following statements.  
The Superintendent . . .

		Excellent	Good	Average	Fair	Poor	Unsure
V.a.	Contributes to a unified school environment of trust and respect among students, staff, families, and community members.						
V.b.	Develops, implements, and sustains a responsive district crisis and safety plan.						
V.c.	Commits to developing a high-performing leadership team.						
V.d.	Ensures a purposeful and equitable recruiting and hiring process.						
V.e.	Integrates an effective conflict resolution process to address matters in a purposeful and timely manner.						
V.f.	Promotes a culture of shared expectations and mutual accountability.						
V.g.	Provides leadership to support the health and well-being of staff and students.						
V.h.	Promotes an environment where differing opinions and backgrounds are welcomed and embraced among staff and students.						
	Provide evidence to support your choices above. <i>*Suggested supplemental evidence for this standard includes but is not limited to:</i> <ul style="list-style-type: none"> <li>• Conflict resolution process</li> <li>• Leadership development plan</li> <li>• Professional development plan</li> <li>• Crisis and safety plan</li> <li>• Executive summary of the safety audit</li> <li>• Hiring protocols and procedures</li> <li>• Evidence to validate engagement of parents/families</li> <li>• Diversity, equity and inclusion initiatives</li> <li>• Personnel policies</li> </ul>						
	If you were to suggest one improvement to Organizational and Cultural Leadership for the upcoming year, what would it be?						

**Standard VI: Community Relations**

*Standard Descriptor: The superintendent establishes and sustains effective communication to inform and engage the board, parents, students, staff, local and state government officials, community members, and business leaders.*

Please indicate what you feel is the most accurate descriptor to the following statements.





The Superintendent . . .

		Excellent	Good	Average	Fair	Poor	Unsure
VI.a.	Establishes a visible presence in the district and community.						
VI.b.	Regularly attends and participates in school activities, events, and programs.						
VI.c.	Interacts and expresses genuine interest in building a connection with students.						
VI.d.	Develops collaborative partnerships to foster support for the school district.						
VI.e.	Effectively communicates key public information in a timely manner.						
VI.f.	Promotes a positive image of the district.						
VI.g.	Understands and is respectful of the political, economic, and social aspects of the community.						
VI.h.	Seeks a positive relationship with parents and community members.						
VI.i.	Engages special interest groups to work collaboratively to address concerns and opinions that may present conflict.						
	Provide evidence to support your choices above. <i>*Suggested supplemental evidence for this standard includes but is not limited to:</i> <ul style="list-style-type: none"> <li>• Community engagement summary/report</li> <li>• District partnerships and initiatives established to provide resources and support</li> <li>• Partnership support received through the district foundation, scholarships, grant monies, etc.</li> <li>• Inter-local agreements</li> <li>• District annual report</li> <li>• Communications designed by and distributed to generate support of the district</li> <li>• Membership and participation with civic, community and state organizations</li> <li>• Meeting invitations/agendas</li> </ul>						
	If you were to suggest one improvement to Community Relations for the upcoming year, what would it be?						

**Standard VII: Professional Leadership**

*The superintendent models and demonstrates professional leadership, ethics, and a commitment to growth and improved instruction and learning for staff and students.*

Please indicate what you feel is the most accurate descriptor to the following statements.

The Superintendent . . .

Excellent      Good      Average      Fair      Poor      Unsure





VII.a.	Models positive and professional leadership based upon ethics, trust, integrity, and respect.						
VII.b.	Addresses concerns and opinions with respect and confidence.						
VII.c.	Provides professional development for you to fulfill your responsibilities and grow in your position.						
VII.d.	Provides an effective evaluation process with constructive feedback.						
VII.e.	Exemplifies a life-long learning model to grow personal and professional knowledge.						
VII.f.	Demonstrates knowledge of current evidence-based practices for teaching and learning and seeks to develop others in this area.						
VII.g.	Establishes clear and consistent expectations for staff.						
	<p>Provide evidence to support your choices above.</p> <p>*Suggested supplemental evidence for this standard includes but is not limited to:</p> <ul style="list-style-type: none"> <li>• Memberships</li> <li>• Professional development activities (including, but not limited to conferences, workshops, committee work, studies, research, and published works)</li> <li>• Educational growth plan (professional goals and development)</li> <li>• Leadership team development plan</li> <li>• District staff professional development plan</li> </ul>						
	If you were to suggest one improvement to Professional Leadership for the upcoming year, what would it be?						

*\*Grey-highlighted questions indicate that they are asked only to the superintendent in the self-evaluation.*





**Standard VIII: Board-Superintendent Relations**

*The superintendent collaborates with the board to define district expectations, policies, and goals to support instruction and student learning.*

Please indicate what you feel is the most accurate descriptor to the following statements.  
The Superintendent . . .

		Excellent	Good	Average	Fair	Poor	Unsure
VIII.a.	Maintains an appropriate and professional relationship with the board.						
VIII.b.	Keeps all board members informed with consistent and open communication.						
VIII.c.	Demonstrates support and respect for the board and refrains from public criticism of the board.						
VIII.d.	Demonstrates collaborative problem solving and decision-making.						
VIII.e.	Supports board committee work as part of effective board decision-making.						
VIII.f.	Collaboratively supports or opposes, local, state and/or federal legislation impacting the district.						
	Provide evidence to support your choices above. <i>*Suggested supplemental evidence for this standard includes but is not limited to:</i> <ul style="list-style-type: none"> <li>• Superintendent performance plan/goals</li> <li>• Board committee minutes</li> <li>• Communication plan</li> <li>• Board development plan</li> <li>• Board policies</li> <li>• Meeting agendas/minutes</li> <li>• Retreat agendas/minutes</li> </ul>						
	If you were to suggest one improvement to Board-Superintendent Relations for the upcoming year, what would it be?						





**Superintendent’s Response:**

**Superintendent Evaluation Summary**

The superintendent should identify no more than four performance areas on which to focus their growth professionally. Note: Targeting in excess of four performance areas will make it difficult for the individual to address the areas adequately. When his/her performance is at a high-level, sustaining, refining, and replicating the performance is the goal. Follow through will ensure the success of the superintendent and the board.

The Performance Plan should consist of:

- goals (**what** must he/she do to achieve the objective or what is the intended result)
- performance indicators (**how** will the board measure progress and/or success)
- timeline (**when** will progress/success be assessed or completion date)
- signature (once the Performance Plan has been completed and reviewed the board president and superintendent will both sign and date placing a copy in the superintendent’s personnel file and a copy will be retained by the board president)

Note: The Performance Plan should be reviewed and updated throughout the year to assess progress and success. Modifications should only be made if the board/superintendent discuss and agree upon appropriate changes.

(Signature of Superintendent)	(Date)

(Signature of Board President)	(Date)



# TEACHER'S CONTRACT

THIS CONTRACT is made by and between the Board of Education of Sarpy County County School District 77-0046, commonly known as Springfield Platteview Community Schools, referred to herein as the "Board" and "District" respectively, and **Kevin Thoendel**, a legally qualified teacher, referred to herein as the "Teacher".

WITNESSETH: The Board agrees to employ Teacher above named in the schools of the District for a school year, which shall begin on or about August 10, 2022, and conclude on or about May 25, 2022. Teacher accepts such employment at a salary based upon placement on step **BA36/MA** of lane **11** of the salary schedule.

**FIRST:** Teacher's salary shall be payable in 12 equal installments. The first installment shall be payable on the 20th day of September, 2022, and the remaining installments shall be payable on the 20th day of each month thereafter.

**SECOND:** Teacher will abide by the District's and Administration's policies, rules, regulations and directives and all state and federal statutes, rules, and regulations. Teacher's duties are subject to assignment by the Administration. Teacher agrees to devote full time during days of school to his/her position in all respects and to perform the assigned duties diligently and faithfully to the best of his/her professional ability.

**THIRD:** In addition to the teaching duties set forth herein, Teacher may be assigned such "extra duty" assignments which shall be for such compensation as may be agreed upon by the District and Teacher or by Teacher's duly authorized bargaining agent.

**FOURTH:** A majority of the Board members may cancel, amend, or terminate this contract during its term for any of the following reasons:  
(a) cancellation, termination, revocation or suspension of Teacher's certificate by the State Board of Education; (b) a breach of any material provision of this contract; (c) any reason set forth in this contract; (d) incompetence; (e) neglect of duty; (f) unprofessional conduct; (g) insubordination; (h) physical or mental incapacity; (i) immorality; and (j) any conduct that interferes substantially with the teacher's continued performance of duties. Cancellation, nonrenewal, termination, or amendment under this contract shall be governed by applicable provisions of Nebraska statute.

**FIFTH:** Upon termination of this contract for just cause, or upon Teacher's release from this contract, the compensation paid or to be paid hereunder shall be an amount that bears the same ratio to the yearly salary herein specified as the number of days of service to the date of such termination bears to the number of days of service in the contract year. Teacher shall refund any unearned fractional portion of an installment paid but not earned prior to termination of the contract.

**SIXTH:** Upon termination of this contract, Teacher shall immediately return all District property to the District.

**SEVENTH:** There shall be no penalty for release or resignation by the Teacher from this contract, provided no resignation shall become effective until the close of the school year unless it is accepted by the Board, which shall fix the time that the resignation is to take effect.

**EIGHTH:** This contract shall conform to the regulations governing deductions from the above-stated compensation with reference to withholding tax, social security, and any legally required deductions and deductions based on benefit elections. This contract is subject to the School Employee Retirement Act. Teacher shall be responsible to pay for damage to District property caused by the Teacher's reckless or intentional actions.

**NINTH:** Teacher affirms that he/she is not under contract with another school board or board of education within this state covering a part or all of the same time of performance as is contemplated by this agreement. Teacher affirms that he/she holds or will hold a valid Nebraska Teaching Certificate at the beginning of the term of this contract. This contract is not valid until said certificate is registered in the office of the Superintendent of Schools, and Teacher shall not be compensated for any services performed prior to the date of the registration.

**TENTH:** Teacher shall report to the District within 24 hours any arrest, criminal charge, or criminal conviction of Teacher. Teacher shall report to the District within 24 hours any filing against the Teacher under section 43-247 of the Nebraska statutes or any other provision of the Nebraska Juvenile Code for child abuse and/or neglect.

**ELEVENTH:** The compensation set forth in this agreement shall be subject to such adjustments as the Board and Teacher or Teacher's duly authorized bargaining agent may agree upon from time to time.

**TWELFTH:** Teacher's failure to return a signed copy of the contract to the Superintendent of Schools or Secretary of the Board of Education of the District on or before Friday, April 22, 2022 shall constitute a rejection of this offer of employment.

**THIRTEENTH:** Other Contract Terms: [THESE MAY INCLUDE TERMS SUCH AS RESIGNATION DEADLINES AND OTHERS NOT ALREADY COVERED BY THE COLLECTIVE BARGAINING AGREEMENT].

By: Kevin Thoendel Date: 4-10-22  
Teacher

By: \_\_\_\_\_ Date: \_\_\_\_\_  
Board President

Attest: \_\_\_\_\_ Date: \_\_\_\_\_  
Board Secretary

**DISTRICT NURSE CONTRACT**

THIS CONTRACT made by and between the Springfield Platteview Community Schools, in the County of Sarpy, in the State of Nebraska, hereinafter referred to as the District and **Kelli L. Haynes**, a legally qualified teacher, hereinafter referred to as Nurse.

WITNESSETH: That the Board of Education of the District hereby agrees to employ the District Nurse above named in the schools of the District for one year, which shall begin on or about September 1, 2022, and end on or about August 31, 2023, and shall consist of 207 contract days and that the District Nurse hereby agrees to accept such employment at a rate of **\$36.14 per hour\*** and under the following conditions.

FIRST: Hours will be paid the pay period they are earned. The first payment shall be made on the 20<sup>th</sup> day of September, 2022, and the remaining payments shall be made on the 20<sup>th</sup> day of each month thereafter.

SECOND: The nurse hereby agrees to be governed by the policies of the Board of Education of the District and the rules, regulations, and directives of the Administration and that the duties to be performed by him/her under this contract shall be subject to assignment of the Superintendent of the District with the approval of the Board of Education of the District; and further agrees to devote full time, during days of school to his/her position in all respects, to diligently and faithfully perform the assigned duties as Nurse to the best of his/her professional ability.

THIRD: In addition to the nursing duties set forth herein, the Nurse may be assigned such "extra duty" assignments as defined from time to time by the parties of this agreement which shall be upon such terms and conditions and at such additional stated rate of compensation as the Nurse and the District may from time to time agree upon.

FOURTH: This contract may be cancelled or amended by a majority of the members of the school board during the school year for any of the following reasons: (a) upon cancellation, termination, revocation or suspension of the nurse's certificate by the State Board of Education; (b) breach of any of the material provisions of this contract; (c) for any reason set forth in this contract; (d) incompetency; (e) neglect of duty; (f) unprofessional conduct; (g) insubordination; (h) immorality or (i) physical or mental incapacity. Cancellation or amendment under this contract shall be governed by the applicable provisions of the Nebraska Revised Statutes.

FIFTH: That upon termination of this contract for just cause, or upon the release of the Nurse from this contract, the compensation paid or to be paid hereunder shall be the hourly amount of hours actually worked.

SIXTH: There shall be no penalty for release or resignation by the Nurse from this contract; provided no resignation shall become effective until the close of the school year unless accepted by the Board of Education of the District and the Board shall fix the time at which the resignation is to take effect.

SEVENTH: This contract shall conform to the regulation governing deductions from the above stated compensation with reference to Withholding Tax, Social Security and Nurse's Retirement. Other deductions may be withheld as agreed to by the parties to this contract.

EIGHTH: The Nurse hereby affirms that he/she is not under contract with another School Board or Board of Education within this State covering a part or all of the same time of performance as is contemplated by this agreement. The Nurse further affirms that at the beginning of the term of this contract he/she holds or will hold a valid Nebraska Special Services Certificate. It is understood and agreed that this contract is not valid until the Certificate, as herein listed, is registered in the office of the District Superintendent of Schools in the District and that the Nurse shall not be compensated for any services performed prior to the date of registration of this certificate.

NINTH: Terms and conditions set forth in this agreement shall be subject to such wages and conditions of employment as may, from time to time, be mutually agreed upon by and between the Board and nurse or a duly recognized collective bargaining agent for said nurse, and said agreement, when reduced to writing, and executed by the parties, shall be deemed to be included herein by reference and shall become a part hereof.

TENTH: Nurse's failure to return a signed copy of the contract or renewal agreement to the Superintendent of Schools or Secretary of the Board of Education of the District on or before May 12, 2022, shall constitute a rejection of this offer of employment.

ELEVENTH: Other Contract Terms:

\* **Benefits as listed on Classified Rate Schedule**

Executed \_\_\_\_\_, 2022.

\_\_\_\_\_  
District Nurse

Board Approved April 25, 2022.

Springfield Platteview Community Schools, County of Sarpy.

By \_\_\_\_\_  
President, Board of Education

Attest: \_\_\_\_\_  
Secretary, Board of Education



***Future Planning  
April, 2022***

Week of

- 5/9/22      Site Committee 6:00pm  
              Finance Committee 6:30pm  
              Regular Board Meeting
  
- 5/11/22     Honors Night
  
- 5/18/22     Last Day For Seniors
  
- 5/19/22     Recognition Banquet at Werner Park @ 5:30
  
- 5/22/22     Commencement Ceremony 1PM @ PHS Stadium
  
- 5/25/22     Last Day of School
  
- 6/13/22     Policy Committee 6:00pm  
              Finance Committee 6:30pm  
              Regular Board Meeting
  
- 6/24/22     Foundation Golf Tournament

\* No Work Session in May