

Board of Education Regular Meeting

Tuesday, September 8, 2015 6:00 PM

Conference Room
520 East 9th Street
Imperial, NE 69033

Attendance Taken at 6:01 PM.

Thomas Gaschler: Present

Karl Meeske: Present

Jeff Olsen: Present

Willy O'Neil: Present

Dan Reeves: Present

Gregg Smith: Present

Penny Strand: Present

Sheila Stromberger: Present

Steve Wallin: Present

I. Call to Order

II. Approval of Agenda

III. Approval of Minutes

IV. Approval of Financial Report

V. Public Comment

VI. Reports

1. Activity Director

2. Principals

3. Student Board Member

4. Superintendent

a. Beginning of the year

b. Drug Dog Inspection

c. Chamber Presentation

d. Homecoming

e. Board Retreat

f. NASB Area Membership North Platte

g. 2015-16 Audit

h. Door Security and Cameras

i. Front Lighting

j. Ameritas and Pool Bond Issue

k. Asbestos Training

l. Suicide Training for Mentors

m. Interesting Reading

n. Maintenance Position

o. Phone System

VII. Action Items

1. Take necessary action to approve substitute teacher pay.

2. Take necessary action to approve out of state and non public tuition rate for 2015-16
3. Take necessary action to approve Studio 120 Architecture
4. Take necessary action to approve EL Achieve Textbook series

VIII. Discussion Items

1. Budget Information
2. Testing Information
3. Heating and Cooling Update
4. Architect and Building Discussion
5. Alicap Safety Findings
6. Policy BA-BEC Review

IX. Adjourn

Board President

Board Secretary

Board of Education Regular Meeting August 11, 2015 6:00 PM Conference Room

Attendance Taken at 6:00 PM: Present Board Members: Thomas Gaschler, Karl Meeske, Willy O'Neil, Jeff Olsen, Dan Reeves, Gregg Smith, Penny Strand, Sheila Stromberger, Steve Wallin Updated Attendance: Dan Reeves was updated to present at: 6:03 PM.

I. Call to Order

II. Approval of Agenda Motion Passed: Motion to approve the agenda as presented passed with a motion by Gregg Smith and a second by Karl Meeske. Thomas Gaschler-Yes, Karl Meeske-Yes, Willy O'Neil-Yes, Jeff Olsen-Yes, Dan Reeves-Absent, Gregg Smith-Yes, Penny Strand-Yes, Sheila Stromberger-Yes, Steve Wallin-Yes

III. Approval of Minutes Motion Passed: Motion to approve the minutes as presented passed with a motion by Sheila Stromberger and a second by Gregg Smith. Thomas Gaschler-Yes, Karl Meeske-Yes, Willy O'Neil-Yes, Jeff Olsen-Yes, Dan Reeves-Absent, Gregg Smith-Yes, Penny Strand-Yes, Sheila Stromberger-Yes, Steve Wallin-Yes

IV. Approval of Financial Report Motion Passed: Motion to approve the financial report as presented in the amount of \$553,004.20 passed with a motion by Gregg Smith and a second by Karl Meeske. Thomas Gaschler- Yes, Karl Meeske-Yes, Willy O'Neil-Yes, Jeff Olsen-Yes, Dan Reeves-Absent, Gregg Smith-Yes, Penny Strand-Yes, Sheila Stromberger-Yes, Steve Wallin-Yes

V. Public Comment Discussion: No comments were noted.

VI. Reports

VI.A. Activity Director Discussion: 12 coaches went to coaches' clinic. Fall activity numbers are strong, 30 FB, 12 SB, 21 VB, 18 XC. XC has logged over 3000 miles during summer running. Noted there is a JV game change to be played on Labor Day, Monday Sept 7 at 6 pm due to new NSAA practice regulations.

VI.B. Principals Discussion: Held lots of meetings including PLC planning. Attended administrator days. Meeting with teachers regarding schedules, planning, and staff handbook. They have also been conducting para interviews. Principal Scheel has been focusing on standards, instructional rounds, and video/model training.

VI.C. Student Board Member - Unassigned at this time.

VI.D. Board Committee Reports Discussion: Supt. Evaluation, Tech, Building (Bldg) & Transportation Committees have met since last meeting. Board member O'Neil noted Bldg committee conducted walk-throughs and highlighted there will be more scheduled maintenance, LT planning, and continued Wellington discussion. Safety concerns on hoops and gate on outside stairs at Wellington were also noted and will be addressed. J. Schueller added that the locker rooms floors should be addressed and Supt. Lefdal agreed. Lastly, Transportation and Technology will be addressed later in the agenda, and the current Supt. evaluation tool is under committee reassessment.

VI.E. Superintendent

VI.E.1. Superintendent Happenings Rationale: This is a brief update of what I have been up to.

VI.E.2. HAL program and description Rationale: Program will begin initially as previously and will continue to be reassessed.

VI.E.3. NASB and State Meetings Rationale: I have attached a list of events that will be coming up throughout the year. Please let me know if any of you are interested in attending. I recommend some participation if possible. I will inform you of any new opportunities.

VI.E.4. CIP (Continuous Improvement Process) and the board of education's role

VI.E.5. Budget Information and Certification of Assessed Value Released on August 20th

VI.E.6. Staff and Board Gathering Rationale: Tuesday, August 18th at 6:30 at the shorthorn gym.

VI.E.7. Good Reading if time - See attached materials.

VI.E.8. Surplus and discarded material Rationale: 81 SS textbooks (recycled) 1999-2002, 100 Math textbooks (recycled) 1998-2001ish (8 boxes, Surplus Vehicles, Large amount of cardboard, Old Curriculum LA and SS, Samples of textbooks, 3 trailer loads of debris from Wellington (wood, old sets for plays that had damage)

VII. Action Items

VII.A. Take all necessary action to approve Board Policy JJ - Selection of

Valedictorian and Salutatorian Motion Passed: Motion to approve Board Policy JJ with proposed corrections and additions noted passed with a motion by Sheila Stromberger and a second by Willy O'Neil. Thomas Gaschler- Yes, Karl Meeske-Yes, Willy O'Neil-Yes, Jeff Olsen-Yes, Dan Reeves-Yes, Gregg Smith-Yes, Penny Strand-Yes, Sheila Stromberger-Yes, Steve Wallin-Yes Discussion: Supt. Lefdal summarized the proposed noting proposal includes discussion with Principal Scheel. Weighted scale was modified for final revision and based upon discussion the Board agreed with the revisions. The weighting on specific classes will be performed upon implementation of policy.

VII.B. Take all necessary action to approve Annual Review of Policy JIA - Violence

Free/Anti-Bullying Policy Motion Passed: Motion to approve Annual Review of Policy JIA as recommended passed with a motion by Karl Meeske and a second by Willy O'Neil. Thomas Gaschler- Yes, Karl Meeske-Yes, Willy O'Neil-Yes, Jeff Olsen-Yes, Dan Reeves-Yes, Gregg Smith-Yes, Penny Strand-Yes, Sheila Stromberger-Yes, Steve Wallin-Yes Discussion: No discussion was noted.

VII.C. Take all necessary action to approve second reading of new and reaffirmed policies for the 2015-16 school year Motion Passed:

Motion made to approve second reading passed with a motion by Sheila Stromberger and a second by Steve Wallin. Thomas Gaschler- Yes, Karl Meeske-Yes, Willy O'Neil-Yes, Jeff Olsen-Yes, Dan Reeves-Yes, Gregg Smith-Yes, Penny Strand-Yes, Sheila Stromberger-Yes, Steve Wallin-Yes Discussion: No discussion was noted.

VII.D. Take all necessary action to approve the concession stand lease Motion Passed:

Motion made to approve the concession stand lease consistent with the prior year passed with a motion by Karl Meeske and a second by Gregg Smith. Thomas Gaschler- Yes, Karl Meeske-Yes, Willy O'Neil-Yes, Jeff Olsen-Yes, Dan Reeves-Yes, Gregg Smith-Yes, Penny Strand-Yes, Sheila Stromberger-Yes, Steve Wallin-Yes Discussion: No discussion was noted.

VII.E. Take all necessary action to release bid process for snow removal for the

2015-16 school year Motion Passed: Motion to take necessary action to release bid process for snow removal for the 2015-16 school year passed with a motion by Gregg Smith and a second by Willy O'Neil. Thomas Gaschler- Yes, Karl Meeske-Yes, Willy O'Neil-Yes, Jeff Olsen-Yes, Dan Reeves-Yes, Gregg Smith-Yes, Penny Strand-Yes, Sheila Stromberger-Yes, Steve Wallin-Yes Discussion: No discussion was noted.

VII.F. Take all necessary action to approve the use of local substitute teachers

Motion Passed: Motion to take all necessary action to approve the use of local substitute teachers passed with a motion by Karl Meeske and a second by Sheila Stromberger. Thomas Gaschler- Yes, Karl Meeske-Yes, Willy O'Neil-Yes, Jeff Olsen-Yes, Dan Reeves-Yes, Gregg Smith-Yes, Penny Strand-Yes, Sheila Stromberger-Yes, Steve Wallin-Yes Discussion: No discussion was noted.

VII.G. Take all necessary action to approve the purchase of a 2014 Dodge Caravan with

a wheelchair lift Motion Passed: Motion to approve 2014 Dodge Caravan lift for \$36,400 passed with a motion by Sheila Stromberger and a second by Penny Strand. Thomas Gaschler- Yes, Karl Meeske-Yes, Willy O'Neil-Yes, Jeff Olsen-Yes, Dan Reeves-Yes, Gregg Smith-Yes, Penny Strand-Yes, Sheila Stromberger-Yes, Steve Wallin-Yes Discussion: No discussion was noted. Discussion: Transportation committee met and the transportation of students with special needs will be met better with the purchase of a new van through the use of SPED funds. The van with the lift will

enable students to remain in wheelchair while transported verses requiring transfer. Van will transport 2 wheelchairs and/or 4 passengers. SPED will reimburse approximately 50-54%.

VII.H. Take all necessary action to approve all resignations and appointments

Rationale: Lesia Calvin- Lunch (resignation, Yolanda Dockery-Level III sped (appointment), Audrey Meeske (resignation) **Motion Passed:** Motion to approve all resign and appt. as presented passed with a motion by Sheila Stromberger and a second by Karl Meeske. Thomas Gaschler- Yes, Karl Meeske-Yes, Willy O'Neil-Yes, Jeff Olsen-Yes, Dan Reeves-Yes, Gregg Smith-Yes, Penny Strand-Yes, Sheila Stromberger-Yes, Steve Wallin-Yes Discussion: No discussion was noted.

VII.I. Take all necessary action to approve Technology Committee needs for the 2015-16 school year Rationale: Current Contracts: P.Ekberg: \$31,002, Allo: \$60,500

20/20: \$5000 Total: \$96,502 2015-16 Recommendation: P. Ekberg: \$26,549, Allo: \$30,250, 20/20: \$15,300 Total: \$72,099 = Savings of \$24,453 **Motion Passed:** Motion made to approve Tech Committee recommendation for the 2015-16 school year passed with a motion by Gregg Smith and a second by Karl Meeske. Thomas Gaschler- Yes, Karl Meeske-Yes, Willy O'Neil-Yes, Jeff Olsen-Yes, Dan Reeves-Yes, Gregg Smith-Yes, Penny Strand-Yes, Sheila Stromberger-Yes, Steve Wallin-Yes Discussion: Allo is willing to work to negotiate details of a 50% contract. 20/20 will be all on-line/remote support.

VII.J. Take all necessary action to accept or reject sealed bids Motion Passed:

Motion to accept high bid on pick-up \$325, accept \$3,565 for admin van and take garbage truck to Labor Day auction passed with a motion by Sheila Stromberger and a second by Gregg Smith. Thomas Gaschler- Yes, Karl Meeske-Yes, Willy O'Neil-Yes, Jeff Olsen-Yes, Dan Reeves-Yes, Gregg Smith-Yes, Penny Strand-Yes, Sheila Stromberger-Yes, Steve Wallin-Yes Discussion: Garbage Truck - No bids were received. White Admin Van - \$3,565 Ford PU - \$202, \$325. Board discussed scrap value on garbage truck.

VII.K. Take all necessary action to approve a general fund transfer of \$50,000 to the lunch fund Rationale: We are in need of a dishwasher and possibly a new stove this year. The dishwasher was moved from the Wellington building. **Motion Passed:**

Motion to approve a general fund transfer of \$50,000 to lunch fund passed with a motion by Karl Meeske and a second by Willy O'Neil. Thomas Gaschler- Yes, Karl Meeske-Yes, Willy O'Neil-Yes, Jeff Olsen-Yes, Dan Reeves-Yes, Gregg Smith-Yes, Penny Strand-Yes, Sheila Stromberger-Yes, Steve Wallin-Yes

VII.L. Take all necessary action to approve a general fund transfer of \$100,000 to the depreciation fund Motion Passed:

Motion to approve a general fund transfer of \$100,000 to the depreciation fund passed with a motion by Willy O'Neil and a second by Penny Strand. Thomas Gaschler- Yes, Karl Meeske-Yes, Willy O'Neil-Yes, Jeff Olsen-Yes, Dan Reeves-Yes, Gregg Smith-Yes, Penny Strand-Yes, Sheila Stromberger-Yes, Steve Wallin-Yes

VIII. Discussion Items

VIII.A. Section A Policy Review Rationale: This is the first section of our policy review. I will meet with administration to review policy and bring areas that need to be addressed with the board to the monthly meeting.

VIII.B. Board Goals Rationale: Board Goals: 1. To continually improve staff instructional strategies through quality professional development.

2. To continue to improve student achievement, participation, and performance through data driven decision making that addresses the needs of all students.

3. To provide prudent stewardship of district resources to best support student success. Discussion: Supt. Lefdal briefly asked Board to begin thinking about additional goals and provided some examples. Tuesday Sept 29, was chosen for tentative Board Retreat, with specific Board topics to be addressed to be tailored by the Board prior to the retreat.

VIII.C. Testing Results Report Discussion: Maps assessments will be expanded 2-11, increased from 2-6 and 10th graders previously. In addition, testing windows will be defined and consistently applied.

VIII.D. Discuss need for service contract provider for HVAC repair and maintenance

Discussion: The wells as promised were not dug and Trane's position was that there is service required. Supt. Lefdal is not willing to sign a service agreement with Trane until he believes our system is made operational as it was originally intended.

VIII.E. Building Tours Board and all present were invited to facility tour.

IX. Adjourn Discussion: Meeting was adjourned at 7:23 pm.

Board President

Board Secretary

Board of Education Regular Meeting August 31, 2015 7:00 AM Board Room

Attendance Taken at 7:05 AM: Present Board Members: Thomas Gaschler, Willy O'Neil, Jeff Olsen, Dan Reeves, Sheila Stromberger Absent Board Members: Karl Meeske, Gregg Smith, Penny Strand, Steve Wallin

I. Call to Order Discussion: President Olsen called the meeting to order at 7:05 a.m. and directed attention to the Open Meetings Act.

II. Approval of Agenda Motion Passed: Motion to approve the agenda as presented passed with a motion by Dan Reeves and a second by Willy O'Neil. Thomas Gaschler -Yes, Karl Meeske-Absent, Willy O'Neil-Yes, Jeff Olsen-Yes, Dan Reeves-Yes, Gregg Smith-Absent, Penny Strand-Absent, Sheila Stromberger-Yes, Steve Wallin-Absent

III. Approval of Financial Report Motion Passed: Motion to approve the financial report as presented in the amount of \$53,271.15 passed with a motion by Dan Reeves and a second by Thomas Gaschler. Thomas Gaschler-Yes, Karl Meeske-Absent, Willy O'Neil-Yes, Jeff Olsen-Yes, Dan Reeves-Yes, Gregg Smith-Absent, Penny Strand-Absent, Sheila Stromberger-Yes, Steve Wallin-Absent

IV. Action Items

IV.A. Take all necessary action to approve a general fund transfer to the bond fund for the amount of \$235,000 Motion Passed: Motion to approve a general fund transfer to the bond fund for the amount of \$235,000 passed with a motion by Dan Reeves and a second by Thomas Gaschler. Thomas Gaschler-Yes, Karl Meeske-Absent, Willy O'Neil-Yes, Jeff Olsen-Yes, Dan Reeves-Yes, Gregg Smith-Absent, Penny Strand-Absent, Sheila Stromberger-Yes, Steve Wallin-Absent

V. Adjourn Discussion: Meeting adjourned at 7:10 a.m.

Board President

Board Secretary

Activities Director's Report

Fall Sports Participation #'s

HS Football- 32
JH Football- 29

HS Volleyball- 21
JH Volleyball- 30

HS Cross Country- 21 (12 Boys and 9 Girls)
JH Cross Country- 5 (1 Boys and 4 Girls)

Softball- 12

The Chase County Cross Country Invitational is this Thursday with 11 teams participating in the High School Division and 7 in the Junior High Division. There are approximately 190 runners registered at this time.

We will be playing Axtell in Volleyball at McCook Community College this Saturday September 12th. The college contacted me this morning about moving the game time up to 11:00 AM Central 10:00 AM Mountain. They are hosting the Harlem Ambassadors for a benefit basketball game later that day. They are needing to make sure the gym is cleared so they can clean up and prepare for the event.

If you have any questions about or concerns about my report, please email me at thauxwell@ccschools.cc



Chase County

September, 2015

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
		<p>1</p> <p>4:00pm Softball-Varsity Holyoke 5:00pm-7:00pm TeamMates w/ Dr. Tom Osborne</p>	<p>2</p>	<p>3</p> <p>4:00pm Volleyball-C/JV/Varsity Haxtun 4:00pm Softball-Varsity Away vs. Southern Valley 5:30pm Football-JH Away vs. Wray</p>	<p>4</p> <p>1:00pm Cross Country-Varsity Cambridge vs. Multiple Schools 1:00pm Cross Country-JH Away vs. Cambridge 4:00pm Softball-JV Perry 5:30pm Softball-Varsity Perry 7:00pm Football-B/Varsity Bridgeport Public Schools</p>	<p>5</p> <p>9:00am Volleyball-Varsity Lexington vs. Multiple Schools</p>
<p>6</p>	<p>7</p> <p>8:00am-3:30pm LABOR DAY 6:00pm Football-JV Ogallala</p>	<p>8</p> <p>4:30pm Volleyball-JH Away vs. Hitchcock County 4:30pm Softball-JV Wray 6:00pm Instrument Display Night @ Cafeteria</p>	<p>9</p>	<p>10</p> <p>3:30pm Cross Country-JH TBA 3:30pm Cross Country-Varsity Chase County vs. Multiple Schools 4:00pm Volleyball-JH Away vs. Holyoke 4:00pm Football-JH Away vs. Holyoke 6:00pm FCA @ Cafeteria</p>	<p>11</p> <p>TBD Softball-Varsity Scottsbluff vs. Multiple Schools 6:00pm Football-B/Varsity Away vs. Cozad</p>	<p>12</p> <p>TBD Softball-Varsity Scottsbluff vs. Multiple Schools 1:00pm Volleyball-C/JV/Varsity Away vs. Axtell</p>
<p>13</p>	<p>14</p> <p>4:00pm Volleyball-JH Dundy County Stratton 5:30pm Football-JV North Platte St. Pats</p>	<p>15</p> <p>4:00pm Volleyball-C/JV/Varsity Away vs. Holyoke 4:30pm Softball-Varsity Gering</p>	<p>16</p>	<p>17</p> <p>4:00pm Cross Country-JH Away vs. McCook 4:00pm Cross Country-Varsity McCook vs. Multiple Schools 5:00pm Football-JH Away vs. Hershey</p>	<p>18</p> <p>4:00pm Softball-Varsity Chadron 7:00pm Football-B/Varsity Kimball</p>	<p>19</p> <p>8:00am Softball-Varsity Grand Island Northwest vs. Multiple Schools 10:00am Volleyball-Varsity McCook vs. Multiple Schools</p>
<p>20</p>	<p>21</p> <p>5:00pm Football-JV Away vs. Hershey</p>	<p>22</p> <p>4:00pm Softball-JV Away vs. Cozad 5:00pm Volleyball-JV/Varsity Sidney 5:30pm Football-JH Ogallala 5:30pm Softball-Varsity Away vs. Cozad</p>	<p>23</p>	<p>24</p> <p>3:00pm Softball-Varsity Gothenburg vs. Multiple Schools 3:00pm Volleyball-C/JV/Varsity St. Francis vs. Multiple Schools 4:00pm Cross Country-JH Away vs. Ogallala 4:00pm Cross Country-Varsity Dundy County Stratton vs. Multiple Schools</p>	<p>25</p>	<p>26</p> <p>9:00am Volleyball-Varsity Sutherland vs. Multiple Schools 12:00pm Softball-Varsity Scottsbluff</p>
<p>27</p>	<p>28</p> <p>3:00pm Cross Country-Varsity University of NE-Kearney vs. TBA 4:00pm Softball-JV McCook 6:00pm Football-JV Holyoke</p>	<p>29</p> <p>5:00pm Volleyball-C/JV/Varsity Perkins County vs. Multiple Schools</p>	<p>30</p>			

October, 2015

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
				1 3:00pm Softball-Varsity Holdrege vs. Multiple Schools 5:00pm Volleyball-C/JV/Varsity Maxwell vs. Multiple Schools 5:30pm Football-JH North Platte St. Pats	2 7:00pm Football-B/Varsity Away vs. Gordon-Rushville	3 8:00am Volleyball-JH Away vs. Perkins County Middle School 12:00pm Softball-Varsity Chase County vs. Multiple Schools
4	5 4:00pm Volleyball-JH Ogallala	6 4:00pm Volleyball-C/JV/Varsity North Platte St. Pats vs. Multiple Schools	7	8 4:00pm Cross Country-Varsity Perkins County vs. Multiple Schools 5:30pm Volleyball-C/JV/Varsity Away vs. Perkins County	9 7:00pm Football-B/Varsity Chadron	10 8:00am Volleyball-JH Chase County vs. Multiple Schools
11	12 Parent Teacher Conferences 4:00pm Football-JV Away vs. McCook	13 Parent Teacher Conferences 4:00pm Volleyball-JH Away vs. Perkins County 5:00pm Volleyball-C/JV/Varsity Kimball	14	15	16 8:00am-3:30pm Fall Break 7:00pm Football-B/Varsity Away vs. Ogallala	17 8:00am-3:30pm Fall Break 9:00am Volleyball-JH Away vs. Dundy County Stratton 10:00am Volleyball-Varsity Ogallala vs. Multiple Schools
18 8:00am-3:30pm Fall Break	19 8:00am-3:30pm Fall Break 4:00pm Football-JV Away vs. Cambridge	20 3:30pm Volleyball-JH Away vs. McCook 4:00pm Volleyball-C/JV/Varsity Hershey	21	22 7:30pm 7th-12th Vocal Concert	23 End of 1st Quarter 7:00pm Football-B/Varsity Mitchell	24
25	26 3:00pm Volleyball-C/JV/Varsity Southwest vs. Multiple Schools	27 4:00pm Volleyball-C/JV/Varsity Away vs. McCook	28	29	30	31 1:00pm Parade of Costumes @ Longhorn Gym

Elementary Principal Report--September 8, 2015

The school year has gotten off to a great start. The PTO sponsored an Ice Cream Social during our Elementary Open House. The event was well attended. Teachers reported 90-95% of students in attendance.

Health Checks were completed August 25th-27th. AIMSWEB testing was completed September 2nd and September 4th. These results will be shared with parents at Parent Teacher Conferences October 12th and 13th.

Mr. Meyer is having a 911 program on Friday at 1:45 for anyone that would like to attend.

I will be starting my teacher evaluation schedule next week. I will complete three evaluations a week with the intention of having the first round completed by Thanksgiving. The non-tenured staff will have a second observation during the second semester.

2015 Area Membership Meetings

Training | Recognition | Networking

Valentine | Gering | Kearney | York | Omaha | Norfolk | North Platte | Nebraska City | Fremont



REGISTRATION

REGISTER NOW FOR THE MEETING NEAREST YOU

AUGUST 25	VALENTINE	REGISTER BY AUGUST 17
AUGUST 26	GERING	REGISTER BY AUGUST 17
AUGUST 27	KEARNEY	REGISTER BY AUGUST 17
SEPTEMBER 9	YORK	REGISTER BY SEPTEMBER 2
SEPTEMBER 16	OMAHA	REGISTER BY SEPTEMBER 9
SEPTEMBER 23	NORFOLK	REGISTER BY SEPTEMBER 16
SEPTEMBER 30	NORTH PLATTE	REGISTER BY SEPTEMBER 23
OCTOBER 7	NEBRASKA CITY	REGISTER BY SEPTEMBER 30
OCTOBER 14	FREMONT	REGISTER BY OCTOBER 7

To Register:

- Go to www.NASBonline.org, and log in using your username and password
- *If you do not have a username and password or have forgotten it, please contact NASB at 800-422-4572 for assistance.*
- *\$20 cancellation fee by the registration deadline. No refunds after the deadline.*

Registration fees for the meetings and dinner are as follows:

NASB MEMBER	\$70
CANCELLATION FEE	\$20

AGENDA

REGISTRATION & NETWORKING | 4:30 PM

OPENING SESSION | 5:00 PM

TRAINING SESSION #1 | 5:35 PM

TRAINING SESSION #2 | 6:35 PM

NETWORKING DINNER & RECOGNITION | 7:25 PM

15 AWARDS OF ACHIEVEMENT POINTS WILL BE EARNED FOR ATTENDING

TRAINING SESSIONS

FIRST SESSION

Let's talk about board Governance | I am a new board member, I am a tenured board member, I am an administrator, and I wonder? How should we handle? What is the best way? This is an interactive session in which we will respond to your questions about board governance challenges, facilitate small group discussion of common board scenarios, and address roles and responsibilities and best practice to support growth in your leadership role. | Marcia Herring & Shari Becker

Packets are a racket | Change the way your board does business with paperless board meetings. As the world becomes more and more digital, see the benefits of incorporating a paperless board meeting system and improve your overall efficiency. Discover the cost savings, time savings, improved document organization, greater staff efficiency, improved accessibility & availability of information, and instant search capabilities. This session will explore the benefits of the system for board members, administrators and office personnel. | Craig Caples

Frequently asked questions | Come and hear answers to some of the frequent questions school boards and administrators have in the areas of: school law, school insurance and school safety. Bring along any of your specific questions to be answered as well. | Jennifer Jorgensen & Megan Boldt

SECOND SESSION

JoPar dy! | AQuESTT ... Accountability for Quality Education, Today and Tomorrow

Answer: AQuESTT ... A Vision for Education	What is academic accountability?
Answer: State Board of Education	Who defined AQuESTT?
Answer: State of Schools Report	When will AQuESTT be reported?
Answer: Nebraska Public School Districts	Where will AQuESTT be implemented?
Note: Members of the State Board of Education have been invited to join this session.	
Marcia Herring & Shari Becker	

are your teacher contract negotiations a Win-Win? | Information is power – in this session you'll learn how contract negotiations software can ensure you're making the best decision in all stages of the negotiation process. Utilize data collected from all school districts and ESUs across Nebraska, to see if you're being as competitive as possible. Learn about tools enabling you to access salary and benefit information, comparison reports, negotiated agreements, and placement calculations in real-time. | Craig Caples & Jennifer Jorgensen

LeGISLative update, advocacy & Policy | A lot happened beneath the Sower this past Session. Find out what's new, how it may affect your schools, and ways to stay up to speed and more involved not only during the sessions themselves, but also throughout the year. | Matt Belka & Jim Luebbe



1311 STOCKWELL STREET
LINCOLN, NE 68502
WWW.NASBONLINE.ORG

NASBonline.org

SUBSTITUTE TEACHERS' SALARIES

It shall be the policy of the district to provide remuneration of substitute teachers in the following manner:

1. Teachers' salary base to be divided by 184 days to determine daily rate of teacher.
2. Substitutes shall receive 62% of daily rate noted in number 1.
3. After three (3) consecutive days in the same job description, substitutes shall receive 72% of the daily rate noted in number 1.
4. After twenty (20) consecutive days in the same job description, substitutes shall receive 87% of the daily rate noted in number 1.
5. Substitute teachers that possess local teaching certificates not based on a baccalaureate degree in education and/or requiring a request from the Board of Education shall receive 90% of the amount as given in 2, 3 or 4 above.
6. Regularly employed teachers, substituting for another classroom teacher, shall be paid at the rate of 1/7 of the daily rate in number 2 for each hour or period substituted during the school day only. Regularly employed teacher is defined as having a schedule of classes. Substitute pay will not be given when a teacher's own class has been reduced to a study hall situation and other students are added.
7. All rates of pay shall be computed to the nearest dollar.

Home Layout Document Elements Tables Charts SmartArt Review

Font: Arial, 12, Bold, Italic, Underline, Text Color, Background Color, Font Color, Font Style (Aa, Ab)

Paragraph: Bullets, Numbering, Indentation, Paragraph Spacing, Line and Paragraph Spacing, Text Wrapping, Language, Proofreading Tools

Styles: Body Text, Heading 1, Heading 2, Heading 3

Insert: Text Box, Shape, Picture, Themes

August 14, 2007

Policy JCC

ADMISSION AND CONTRACTING FOR EDUCATIONAL SERVICE

1. This School District will admit resident students without charge, provided other admission requirements are met, under the following circumstances:
 - (a) Upon request, a student who resides within the boundaries of the School District or a student with at least one of the student's parents residing in the District.
 - (b) Upon request, a student residing in the School District who is a ward of the state or a ward of any court.
 - (c) Upon request, a homeless student as defined in Policy JCE.
 - (d) Upon request, a student who is residing in a residential setting not located in this School District, provided that the student is residing in the residential setting for reasons other than to receive an education, such residential placement is located in a School District other than this School District, and the student resided in the School District in which such residential setting is located, to the extent required by law, for the provision of educational services to the student.

2. The School District may admit certain nonresident students, provided other admission requirements are met, under the following circumstances:

Admission pursuant to paragraph (d) shall be permitted in exceptional cases only, and upon recommendation of the Superintendent. The amount of **tuition** shall be no less than the average cost per pupil as determined by the previous year's financial report.

August 25, 2015

Joey Lefdal
Superintendent
Chase County Schools
P.O. Box 577
Imperial, NE 69033

RE: Chase County Schools – Feasibility Assessment/Study

Dear Mr. Lefdal:

In response to your request, we submit the following information and Agreement for your consideration.

Scope of Work: Studio 120 Architecture, a division of Baker & Associates Inc., and Specialized Engineering Solutions, will perform a feasibility assessment and study for Chase County Schools. The scope will consist of performing a facilities assessment of the existing Wellington Facility to determine any code deficiencies and standards required to bring the facility into current day compliance.

During the assessment we will include but are not limited to reviewing the following items:

Architectural

- Building envelope including doors, windows, insulation in walls and ceilings, roof conditions
- Americans with Disabilities Act (A.D.A.) review of buildings
- Restrooms, doorways, egress (meeting A.D.A. guidelines)
- Life Safety Improvements
- Current Building Code deficiencies

Mechanical, Electrical, and Plumbing Systems

- Heating plants
- Lighting
- Lighting controls
- HVAC control systems
- Air handling units
- Domestic water heating systems

Asbestos and other Hazards

We understand that Chase County Schools has updated Asbestos Hazards reports on file for all structures included in this report. We will utilize these reports to determine the costs and best methods for removing or encapsulating these materials.

Once the assessment is completed, the Feasibility study will compare the costs and issues of remodeling the existing Wellington Facility to meet current codes as well as your needs versus constructing the new educational spaces at the current K-12 facility.

The requested spaces under consideration include:

- (4) additional classrooms
- Wrestling room with All-Ed classroom
- Auxiliary Gym
 - restroom/changing/locker room facilities
- Bus barn
 - 9 buses plus up to 4 activity buses
 - Office with restroom
- Athletic Storage Shed
 - Office

We plan to bring our team on-site to do field assessment, and would require a staff member with the Chase County Schools to give us access to different areas of the buildings including roofs. After our site investigation we will provide a report of deficiencies and recommendation regarding the systems. We will include with the report an estimate of probable cost for items associated with any recommendation we determine. Also included with our report will be any code requirements not currently being met, and possible energy saving measures, recommendations, etc.

Note included in this report is any life cycle cost analyses. After the report is completed we can determine if any LCCA's are required.

Scheduling: The above described Scope of Work will be completed within 30 days from authorization to proceed. In the event that Studio 120 Architecture is obstructed or delayed in the completion of said services by any act of the Client, or the Client's agents or by any act beyond the control of Studio 120 Architecture including, but not limited to, inclement weather, illness, strikes, or delay created within or by approving agencies, then the time herein fixed for the completion of the services shall be extended for a period of time equivalent of the time lost by reason of any or all of the aforementioned causes.

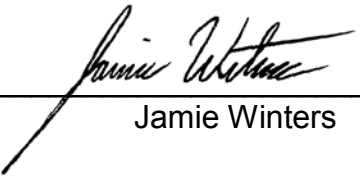
Method of Payment: Compensation paid to Studio 120 Architecture for services described in this agreement shall be on a lump sum of \$4,500.00. All expenses required for this phase are included.

Amendment of Agreement: This Agreement may be amended only in writing and signed by the Client and Studio 120 Architecture.

If the foregoing Agreement and the attached Terms and Conditions are acceptable, please acknowledge by signing below, reviewing and initialing the Limitation of Liability paragraph on the Terms and Conditions, and returning one copy to our office. The signed, returned copy is our authorization to proceed. This Agreement is null and void unless executed by the Client and returned to Studio 120 Architecture within thirty (30) days.

Respectfully submitted,

Studio 120 Architecture



Jamie Winters

The above proposal is accepted by Chase County Schools (Client).

Chase County Schools

DATE: _____

Partner District Order Form

How to Complete this Form:

- | | |
|--|---|
| <ol style="list-style-type: none"> 1. Complete the customer information below. 2. Add "Shipping" information, if different. 3. Complete Institute Information (required for Handbook orders). 4. Note your payment method. | <ol style="list-style-type: none"> 5. Insert quantity and multiply by price to enter AMOUNT. 6. Calculate the Shipping & Handling and enter the Subtotal. 7. Add CA sales tax if the "Ship To" address is in California. 8. Calculate the TOTAL and forward to E.L. Achieve: |
|--|---|

FAX: 831.536.1616 OR Email: orders@elachieve.org

E.L. Achieve | 30332 Esperanza | Rancho Santa Margarita, CA 92688

CUSTOMER INFORMATION:

Name _____	Title _____
Agency <u>Chase County Public Schools - ESU 10/15 Title III Consortium</u>	
Street _____	
City _____	State _____ Zip _____
Email _____	Phone () _____ Fax () _____

District Implementation Plan submitted (Plan must be on file with E.L. Achieve for ALL Handbook and Instructional Unit orders)

SHIPPING INFORMATION, if different from above:

Name _____	Agency _____
Street _____	
City _____	State _____ Zip _____

INSTITUTE (required for Handbook orders):

Lead Presenter: <u>Laura Jasso</u>	Day 1 - Date: <u>9/14/15</u>	Day 2 - Date: <u>10/20/15</u>
Day 3 - Date: <u>1/26/16</u>	Day 4 - Date: <u>2/18/16</u>	Day 5 - Date: <u>3/22/16</u>
(If applicable) Apprentice: _____	Apprentice: _____	Apprentice: _____

PAYMENT METHOD:

Check # _____ Purchase Order # _____

ORDER SUMMARY	
E.L. Achieve Products (Page 2) – Product Total	\$ _____
Systematic ELD Institutes (Page 3) – Product Total	\$ _____
Systematic ELD Implementation Support (Page 3) – Product Total	\$ <u>18525.00</u>
Constructing Meaning Institutes (Page 4) – Product Total	\$ _____
Constructing Meaning Implementation Support (Page 4) – Product Total	\$ _____
Product Subtotal	\$ <u>18525.00</u>
Shipping/Handling (10% x Product Subtotal)	\$ <u>1852.50</u>
Subtotal	\$ <u>20377.50</u>
CA Residents add applicable Sales Tax (%)	\$ _____
Per-item Discount - 10% for orders of 25+, 15% for orders of 100+ of the same item	\$ - _____
Note: Distributor charges 15% re-stocking fee on all returned items. International, AK, and HI Orders – Please call or email for a quote on shipping/handling charges.	TOTAL \$ <u>20377.50</u>



NEBRASKA DEPARTMENT OF EDUCATION
NEBRASKA STATE ACCOUNTABILITY (NeSA)
DISTRICT REPORT OF SCHOOL PERFORMANCE
SPRING 2015
GRADE 03

DISTRICT: CHASE COUNTY SCHOOLS (15-0010-000)

Page 1 of 7

Performance Level Ranges		Reading								
		Average Scale Score ¹	Total # of Students	Average Domain Score				% Below the Standards	% Meets the Standards	% Exceeds the Standards
Vocabulary				Comprehension						
Average	Number Possible			Average	Number Possible					
Exceeds Standards	135 - 200									
Meets Standards	85 - 134									
Below Standards	84 and below									
State Summary		118	23,291	9.18	13	21.37	32	18%	49%	33%
District Summary		116	48	9.15	13	21.58	32	*	60%	31%
CHASE COUNTY ELEMENTARY SCHOOL (15-0010-002)		116	48	9.15	13	21.58	32	*	60%	31%

¹ - Includes: Zero scores for INV = Invalid, PAR = Parent Refusal, SAE = Student Absent for the Entire Testing Window, EXP = Exception, and NT = Not Tested.

*Data has been masked to protect the identity of students using one of the following criteria:

- Fewer than 10 students were reported in a group.
- Fewer than 5 students were reported in a single performance category.
- All students were reported in a single performance category.



**NEBRASKA DEPARTMENT OF EDUCATION
NEBRASKA STATE ACCOUNTABILITY (NeSA)
DISTRICT REPORT OF SCHOOL PERFORMANCE**

**SPRING 2015
GRADE 04**

DISTRICT: CHASE COUNTY SCHOOLS (15-0010-000)

Page 2 of 7

Performance Level Ranges		Reading								
		Average Scale Score ¹	Total # of Students	Average Domain Score				% Below the Standards	% Meets the Standards	% Exceeds the Standards
Vocabulary				Comprehension						
Average	Number Possible			Average	Number Possible					
Exceeds Standards	135 - 200									
Meets Standards	85 - 134									
Below Standards	84 and below									
State Summary		121	22,897	8.79	13	21.81	32	19%	43%	38%
District Summary		139	40	10.03	13	24.48	32	*	33%	63%
CHASE COUNTY ELEMENTARY SCHOOL (15-0010-002)		139	40	10.03	13	24.48	32	*	33%	63%

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15-0010-000

8/14/2015



**NEBRASKA DEPARTMENT OF EDUCATION
NEBRASKA STATE ACCOUNTABILITY (NeSA)
DISTRICT REPORT OF SCHOOL PERFORMANCE**

**SPRING 2015
GRADE 05**

DISTRICT: CHASE COUNTY SCHOOLS (15-0010-000)

Page 3 of 7

Performance Level Ranges		Reading								
		Average Scale Score ¹	Total # of Students	Average Domain Score				% Below the Standards	% Meets the Standards	% Exceeds the Standards
				Vocabulary		Comprehension				
Average	Number Possible			Average	Number Possible					
Exceeds Standards	135 - 200									
Meets Standards	85 - 134									
Below Standards	84 and below									
State Summary		129	23,226	7.58	11	26.30	37	17%	36%	46%
District Summary		125	46	7.43	11	25.85	37	13%	48%	39%
CHASE COUNTY ELEMENTARY SCHOOL (15-0010-002)		125	46	7.43	11	25.85	37	13%	48%	39%

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15-0010-000

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**NEBRASKA DEPARTMENT OF EDUCATION
NEBRASKA STATE ACCOUNTABILITY (NeSA)
DISTRICT REPORT OF SCHOOL PERFORMANCE**

**SPRING 2015
GRADE 06**

DISTRICT: CHASE COUNTY SCHOOLS (15-0010-000)

Page 4 of 7

Performance Level Ranges		Reading								
		Average Scale Score ¹	Total # of Students	Average Domain Score				% Below the Standards	% Meets the Standards	% Exceeds the Standards
Vocabulary				Comprehension						
Average	Number Possible			Average	Number Possible					
Exceeds Standards	135 - 200									
Meets Standards	85 - 134									
Below Standards	84 and below									
State Summary		121	22,721	8.75	12	25.00	36	19%	44%	36%
District Summary		127	43	9.00	12	26.55	36	12%	44%	44%
CHASE COUNTY ELEMENTARY SCHOOL (15-0010-002)		127	43	9.00	12	26.55	36	12%	44%	44%

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15-0010-000

8/14/2015



NEBRASKA DEPARTMENT OF EDUCATION
NEBRASKA STATE ACCOUNTABILITY (NeSA)
DISTRICT REPORT OF SCHOOL PERFORMANCE
SPRING 2015
GRADE 07

DISTRICT: CHASE COUNTY SCHOOLS (15-0010-000)

Page 5 of 7

Performance Level Ranges		Reading								
		Average Scale Score ¹	Total # of Students	Average Domain Score				% Below the Standards	% Meets the Standards	% Exceeds the Standards
Vocabulary				Comprehension						
Average	Number Possible			Average	Number Possible					
Exceeds Standards	135 - 200									
Meets Standards	85 - 134									
Below Standards	84 and below									
State Summary		128	22,569	9.69	13	23.58	35	18%	38%	44%
District Summary		129	48	9.45	13	24.28	35	17%	40%	44%
CHASE COUNTY HIGH SCHOOL (15-0010-001)		129	48	9.45	13	24.28	35	17%	40%	44%

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15-0010-000

8/14/2015



**NEBRASKA DEPARTMENT OF EDUCATION
NEBRASKA STATE ACCOUNTABILITY (NeSA)
DISTRICT REPORT OF SCHOOL PERFORMANCE**

SPRING 2015

GRADE 08

DISTRICT: CHASE COUNTY SCHOOLS (15-0010-000)

Page 6 of 7

Performance Level Ranges		Reading								
		Average Scale Score ¹	Total # of Students	Average Domain Score				% Below the Standards	% Meets the Standards	% Exceeds the Standards
Vocabulary				Comprehension						
Average	Number Possible			Average	Number Possible					
Exceeds Standards	135 - 200									
Meets Standards	85 - 134									
Below Standards	84 and below									
State Summary		117	22,261	8.57	13	25.80	37	21%	43%	36%
District Summary		105	38	7.84	13	23.89	37	26%	47%	26%
CHASE COUNTY HIGH SCHOOL (15-0010-001)		105	38	7.84	13	23.89	37	26%	47%	26%

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**NEBRASKA DEPARTMENT OF EDUCATION
NEBRASKA STATE ACCOUNTABILITY (NeSA)
DISTRICT REPORT OF SCHOOL PERFORMANCE**

**SPRING 2015
GRADE 11**

DISTRICT: **CHASE COUNTY SCHOOLS (15-0010-000)**

Page 7 of 7

Performance Level Ranges		Reading								
		Average Scale Score ¹	Total # of Students	Average Domain Score				% Below the Standards	% Meets the Standards	% Exceeds the Standards
Vocabulary				Comprehension						
Average	Number Possible			Average	Number Possible					
Exceeds Standards	135 - 200									
Meets Standards	85 - 134									
Below Standards	84 and below									
State Summary		109	21,685	8.11	12	26.58	38	31%	41%	28%
District Summary		100	36	7.08	12	25.97	38	33%	50%	17%
CHASE COUNTY HIGH SCHOOL (15-0010-001)		100	36	7.08	12	25.97	38	33%	50%	17%

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15-0010-000

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**NEBRASKA DEPARTMENT OF EDUCATION
NEBRASKA STATE ACCOUNTABILITY (NeSA)
DISTRICT REPORT OF SCHOOL PERFORMANCE
SPRING 2015
GRADE 03**

DISTRICT: **CHASE COUNTY SCHOOLS (15-0010-000)**

Page 1 of 7

Performance Level Ranges		Math													
		Average Scale Score ¹	Total # of Students	Average Domain Score								% Below the Standards	% Meets the Standards	% Exceeds the Standards	
				Number Sense		Geometric/ Measurement		Algebraic		Data Analysis/ Probability					
Exceeds Standards	135 - 200			Average	Number Possible	Average	Number Possible	Average	Number Possible	Average	Number Possible				
Meets Standards	85 - 134														
Below Standards	84 and below														
State Summary		113	23,398	14.60	21	9.55	14	6.16	9	3.51	6	22%	51%	27%	
District Summary		120	49	16.04	21	10.08	14	7.00	9	3.47	6	10%	67%	22%	
CHASE COUNTY ELEMENTARY SCHOOL (15-0010-002)		120	49	16.04	21	10.08	14	7.00	9	3.47	6	10%	67%	22%	

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NEBRASKA DEPARTMENT OF EDUCATION
NEBRASKA STATE ACCOUNTABILITY (NeSA)
DISTRICT REPORT OF SCHOOL PERFORMANCE
SPRING 2015
GRADE 04

DISTRICT: CHASE COUNTY SCHOOLS (15-0010-000)

Page 2 of 7

Performance Level Ranges		Math													
		Average Scale Score ¹	Total # of Students	Average Domain Score								% Below the Standards	% Meets the Standards	% Exceeds the Standards	
				Number Sense		Geometric/ Measurement		Algebraic		Data Analysis/ Probability					
Exceeds Standards	135 - 200			Average	Number Possible	Average	Number Possible	Average	Number Possible	Average	Number Possible				
Meets Standards	85 - 134														
Below Standards	84 and below														
State Summary		112	22,996	14.28	21	11.26	17	7.09	10	4.61	7	23%	53%	24%	
District Summary		138	40	18.38	21	13.33	17	8.50	10	5.30	7	*	48%	50%	
CHASE COUNTY ELEMENTARY SCHOOL (15-0010-002)		138	40	18.38	21	13.33	17	8.50	10	5.30	7	*	48%	50%	

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**NEBRASKA DEPARTMENT OF EDUCATION
NEBRASKA STATE ACCOUNTABILITY (NeSA)
DISTRICT REPORT OF SCHOOL PERFORMANCE**

**SPRING 2015
GRADE 05**

DISTRICT: **CHASE COUNTY SCHOOLS (15-0010-000)**

Page 3 of 7

Performance Level Ranges		Math													
		Average Scale Score ¹	Total # of Students	Average Domain Score								% Below the Standards	% Meets the Standards	% Exceeds the Standards	
				Number Sense		Geometric/ Measurement		Algebraic		Data Analysis/ Probability					
Exceeds Standards	135 - 200			Average	Number Possible	Average	Number Possible	Average	Number Possible	Average	Number Possible				
Meets Standards	85 - 134														
Below Standards	84 and below														
State Summary		113	23,295	18.19	26	7.50	11	6.02	9	6.27	9	24%	49%	27%	
District Summary		117	48	19.31	26	7.23	11	6.38	9	6.02	9	17%	54%	29%	
CHASE COUNTY ELEMENTARY SCHOOL (15-0010-002)		117	48	19.31	26	7.23	11	6.38	9	6.02	9	17%	54%	29%	

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NEBRASKA DEPARTMENT OF EDUCATION
NEBRASKA STATE ACCOUNTABILITY (NeSA)
DISTRICT REPORT OF SCHOOL PERFORMANCE
SPRING 2015
GRADE 06

DISTRICT: CHASE COUNTY SCHOOLS (15-0010-000)

Page 4 of 7

Performance Level Ranges		Math													
		Average Scale Score ¹	Total # of Students	Average Domain Score								% Below the Standards	% Meets the Standards	% Exceeds the Standards	
				Number Sense		Geometric/ Measurement		Algebraic		Data Analysis/ Probability					
				Average	Number Possible	Average	Number Possible	Average	Number Possible	Average	Number Possible				
Exceeds Standards	135 - 200														
Meets Standards	85 - 134														
Below Standards	84 and below														
State Summary		110	22,799	13.58	20	6.92	11	11.37	16	7.17	11	28%	45%	27%	
District Summary		110	43	13.50	20	6.93	11	11.55	16	7.71	11	23%	51%	26%	
CHASE COUNTY ELEMENTARY SCHOOL (15-0010-002)		110	43	13.50	20	6.93	11	11.55	16	7.71	11	23%	51%	26%	

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**NEBRASKA DEPARTMENT OF EDUCATION
NEBRASKA STATE ACCOUNTABILITY (NeSA)
DISTRICT REPORT OF SCHOOL PERFORMANCE**

**SPRING 2015
GRADE 07**

DISTRICT: **CHASE COUNTY SCHOOLS (15-0010-000)**

Page 5 of 7

Performance Level Ranges		Math														
		Average Scale Score ¹	Total # of Students	Average Domain Score								% Below the Standards	% Meets the Standards	% Exceeds the Standards		
				Number Sense	Geometric/ Measurement	Algebraic	Data Analysis/ Probability	Average	Number Possible	Average	Number Possible				Average	Number Possible
Exceeds Standards	135 - 200															
Meets Standards	85 - 134															
Below Standards	84 and below															
State Summary		110	22,647	13.77	19	6.83	10	11.97	19	6.10	10	27%	45%	27%		
District Summary		94	48	12.94	19	5.45	10	11.66	19	4.11	10	42%	48%	10%		
CHASE COUNTY HIGH SCHOOL (15-0010-001)		94	48	12.94	19	5.45	10	11.66	19	4.11	10	42%	48%	10%		

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1 - Includes: Zero scores for INV = Invalid, PAR = Parent Refusal, SAE = Student Absent for the Entire Testing Window, EXP = Exception, and NT = Not Tested.

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**NEBRASKA DEPARTMENT OF EDUCATION
NEBRASKA STATE ACCOUNTABILITY (NeSA)
DISTRICT REPORT OF SCHOOL PERFORMANCE
SPRING 2015
GRADE 08**

DISTRICT: CHASE COUNTY SCHOOLS (15-0010-000)

Page 6 of 7

Performance Level Ranges		Math												
		Average Scale Score ¹	Total # of Students	Average Domain Score								% Below the Standards	% Meets the Standards	% Exceeds the Standards
				Number Sense		Geometric/ Measurement		Algebraic		Data Analysis/ Probability				
Exceeds Standards	135 - 200			Average	Number Possible	Average	Number Possible	Average	Number Possible	Average	Number Possible			
Meets Standards	85 - 134													
Below Standards	84 and below													
State Summary		105	22,353	11.62	17	7.76	12	12.07	18	8.19	13	32%	46%	22%
District Summary		89	38	10.49	17	6.78	12	10.92	18	6.89	13	50%	39%	11%
CHASE COUNTY HIGH SCHOOL (15-0010-001)		89	38	10.49	17	6.78	12	10.92	18	6.89	13	50%	39%	11%

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NEBRASKA DEPARTMENT OF EDUCATION
NEBRASKA STATE ACCOUNTABILITY (NeSA)
DISTRICT REPORT OF SCHOOL PERFORMANCE
SPRING 2015
GRADE 11

DISTRICT: CHASE COUNTY SCHOOLS (15-0010-000)

Page 7 of 7

Performance Level Ranges		Math													
		Average Scale Score ¹	Total # of Students	Average Domain Score								% Below the Standards	% Meets the Standards	% Exceeds the Standards	
				Number Sense		Geometric/ Measurement		Algebraic		Data Analysis/ Probability					
Exceeds Standards	135 - 200			Average	Number Possible	Average	Number Possible	Average	Number Possible	Average	Number Possible				
Meets Standards	85 - 134														
Below Standards	84 and below														
State Summary		102	21,591	4.13	7	12.34	20	17.72	26	4.36	7	39%	36%	26%	
District Summary		88	36	4.11	7	10.50	20	16.19	26	3.61	7	58%	31%	*	
CHASE COUNTY HIGH SCHOOL (15-0010-001)		88	36	4.11	7	10.50	20	16.19	26	3.61	7	58%	31%	*	

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6/14/2015



NEBRASKA DEPARTMENT OF EDUCATION
NEBRASKA STATE ACCOUNTABILITY (NeSA)
DISTRICT REPORT OF SCHOOL PERFORMANCE
SPRING 2015
GRADE 05

DISTRICT: CHASE COUNTY SCHOOLS (15-0010-000)

Performance Level Ranges		Science													
		Average Scale Score ¹	Total # of Students	Average Domain Score								% Below the Standards	% Meets the Standards	% Exceeds the Standards	
				Inquiry, Nature of Science, and Tech		Physical Science		Life Science		Earth and Space Science					
Exceeds Standards	135 - 200			Average	Number Possible	Average	Number Possible	Average	Number Possible	Average	Number Possible				
Meets Standards	85 - 134														
Below Standards	84 and below														
State Summary		107	23,293	6.84	10	10.33	15	8.40	12	8.38	13	27%	55%	18%	
District Summary		104	48	6.81	10	9.75	15	8.25	12	8.29	13	29%	58%	13%	
CHASE COUNTY ELEMENTARY SCHOOL (15-0010-002)		104	48	6.81	10	9.75	15	8.25	12	8.29	13	29%	58%	13%	

¹ - Includes: Zero scores for INV = Invalid, PAR = Parent Refusal, SAE = Student Absent for the Entire Testing Window, EXP = Exception, and NT = Not Tested.

*Data has been masked to protect the identity of students using one of the following criteria:

- Fewer than 10 students were reported in a group.
- Fewer than 5 students were reported in a single performance category.
- All students were reported in a single performance category.



NEBRASKA DEPARTMENT OF EDUCATION
NEBRASKA STATE ACCOUNTABILITY (NeSA)
DISTRICT REPORT OF SCHOOL PERFORMANCE
SPRING 2015
GRADE 08

DISTRICT: CHASE COUNTY SCHOOLS (15-0010-000)

Performance Level Ranges		Science											% Exceeds the Standards	% Meets the Standards	% Below the Standards
		Average Scale Score ¹	Total # of Students	Average Domain Score						% Below the Standards	% Meets the Standards	% Exceeds the Standards			
				Inquiry, Nature of Science, and Tech		Physical Science		Life Science							
Exceeds Standards	135 - 200			Average	Number Possible	Average	Number Possible	Average	Number Possible	Average	Number Possible				
Meets Standards	85 - 134														
Below Standards	84 and below														
State Summary		106	22,352	7.11	11	10.37	17	11.03	16	11.14	16	30%	47%	23%	
District Summary		86	38	4.92	11	7.41	17	11.38	16	10.22	16	47%	47%	*	
CHASE COUNTY HIGH SCHOOL (15-0010-001)		86	38	4.92	11	7.41	17	11.38	16	10.22	16	47%	47%	*	

¹ - Includes: Zero scores for INV = Invalid, PAR = Parent Refusal, SAE = Student Absent for the Entire Testing Window, EXP = Exception, and NT = Not Tested.

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- Fewer than 5 students were reported in a single performance category.
- All students were reported in a single performance category.



NEBRASKA DEPARTMENT OF EDUCATION
NEBRASKA STATE ACCOUNTABILITY (NeSA)
DISTRICT REPORT OF SCHOOL PERFORMANCE
SPRING 2015
GRADE 11

DISTRICT: CHASE COUNTY SCHOOLS (15-0010-000)

Performance Level Ranges		Science													
		Average Scale Score ¹	Total # of Students	Average Domain Score								% Below the Standards	% Meets the Standards	% Exceeds the Standards	
				Inquiry, Nature of Science, and Tech		Physical Science		Life Science		Earth and Space Science					
Exceeds Standards	135 - 200			Average	Number Possible	Average	Number Possible	Average	Number Possible	Average	Number Possible				
Meets Standards	85 - 134														
Below Standards	84 and below														
State Summary		104	21,586	6.67	10	12.65	19	10.92	16	9.71	15	27%	57%	17%	
District Summary		94	36	6.06	10	11.89	19	8.61	16	9.25	15	36%	61%	*	
CHASE COUNTY HIGH SCHOOL (15-0010-001)		94	36	6.06	10	11.89	19	8.61	16	9.25	15	36%	61%	*	

1 - Includes: Zero scores for INV = Invalid, PAR = Parent Refusal, SAE = Student Absent for the Entire Testing Window, EXP = Exception, and NT = Not Tested.

*Data has been masked to protect the identity of students using one of the following criteria:

- Fewer than 10 students were reported in a group.
- Fewer than 5 students were reported in a single performance category.
- All students were reported in a single performance category.



**NEBRASKA DEPARTMENT OF EDUCATION
NEBRASKA STATE ACCOUNTABILITY (NeSA)
DISTRICT REPORT OF SCHOOL PERFORMANCE
SPRING 2015
GRADE 04**

DISTRICT: CHASE COUNTY SCHOOLS (15-0010-000)

Performance Level Ranges		Writing													
		Average Scale Score ¹	Total # of Students	Average Domain Score ²						% Below the Standards	% Meets the Standards	% Exceeds the Standards			
				Ideas/Content		Organization		Word Choice / Voice					Sentence Fluency/Conventions		
Exceeds Standards	57 - 70			Average	Number Possible	Average	Number Possible	Average	Number Possible	Average	Number Possible				
Meets Standards	40 - 56														
Below Standards	39 and below														
State Summary		43	22,692	5.39	8	5.35	8	5.42	8	5.36	8	29%	58%	12%	
District Summary		47	42	5.55	8	5.57	8	5.71	8	5.81	8	17%	60%	24%	
CHASE COUNTY ELEMENTARY SCHOOL (15-0010-002)		47	42	5.55	8	5.57	8	5.71	8	5.81	8	17%	60%	24%	

1 - Includes: Zero scores for INV = Invalid, PAR = Parent Refusal, SAE = Student Absent for the Entire Testing Window, EXP = Exception, and NT = Not Tested.
2 - Each domain score is the sum of the two readers for the domain. For a scoreable paper, scores can range from 2 to 8. Please refer to the rubric.

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- Fewer than 5 students were reported in a single performance category.
- All students were reported in a single performance category.



**NEBRASKA DEPARTMENT OF EDUCATION
NEBRASKA STATE ACCOUNTABILITY (NeSA)
DISTRICT REPORT OF SCHOOL PERFORMANCE
SPRING 2015
GRADE 08**

DISTRICT: CHASE COUNTY SCHOOLS (15-0010-000)

Performance Level Ranges		Writing											% Below the Standards	% Meets the Standards	% Exceeds the Standards	
		Average Scale Score ¹	Total # of Students	Average Domain Score ²						Sentence Fluency/Conventions						
				Ideas/Content		Organization		Word Choice / Voice								
Exceeds Standards	55 - 70			Average	Number Possible	Average	Number Possible	Average	Number Possible	Average	Number Possible					
Meets Standards	40 - 54															
Below Standards	39 and below															
State Summary		46	21,997	5.89	8	5.74	8	5.86	8	5.77	8	29%	42%	30%		
District Summary		50	38	6.32	8	6.13	8	6.21	8	6.08	8	21%	32%	47%		
CHASE COUNTY HIGH SCHOOL (15-0010-001)		50	38	6.32	8	6.13	8	6.21	8	6.08	8	21%	32%	47%		

1 - Includes: Zero scores for INV = Invalid, PAR = Parent Refusal, SAE = Student Absent for the Entire Testing Window, EXP = Exception, and NT = Not Tested.
2 - Each domain score is the sum of the two readers for the domain. For a scoreable paper, scores can range from 2 to 8. Please refer to the rubric.

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- All students were reported in a single performance category.



NEBRASKA DEPARTMENT OF EDUCATION
NEBRASKA STATE ACCOUNTABILITY (NeSA)
DISTRICT REPORT OF SCHOOL PERFORMANCE
SPRING 2015
GRADE 11

DISTRICT: CHASE COUNTY SCHOOLS (15-0010-000)

Performance Level Ranges		Writing												
		Average Scale Score ¹	Total # of Students	Average Domain Score ²				Word Choice / Voice	Sentence Fluency/Conventions	% Below the Standards	% Meets the Standards	% Exceeds the Standards		
				Ideas/Content	Organization	Average	Number Possible						Average	Number Possible
Exceeds Standards	53 - 70													
Meets Standards	40 - 52													
Below Standards	39 and below													
State Summary		47	21,399	6.06	8	6.06	8	6.12	8	6.03	8	24%	45%	31%
District Summary		44	37	5.92	8	5.70	8	5.97	8	5.78	8	30%	51%	19%
CHASE COUNTY HIGH SCHOOL (15-0010-001)		44	37	5.92	8	5.70	8	5.97	8	5.78	8	30%	51%	19%

1 - Includes: Zero scores for INV = Invalid, PAR = Parent Refusal, SAE = Student Absent for the Entire Testing Window, EXP = Exception, and NT = Not Tested.
 2 - Each domain score is the sum of the two readers for the domain. For a scoreable paper, scores can range from 2 to 8. Please refer to the rubric.

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- Fewer than 10 students were reported in a group.
- Fewer than 5 students were reported in a single performance category.
- All students were reported in a single performance category.



NEWS RELEASE

For more information contact Betty VanDeventer at betty.vandeventer@nebraska.gov or 402.471.4537
Aug. 25, 2015

NEARLY THREE OF EVERY FOUR NEBRASKA STUDENTS MEET STATE STANDARDS

The first of three reports on Nebraska public schools, students released today.

While the preliminary test scores released today are good news, showing that nearly three of every four Nebraska public school students met state standards in 2015, Education Commissioner Matt Blomstedt encouraged parents and the public to look at test results over time to evaluate the performance of individual students and schools — not a single test score from one year.

“Overall this year, more Nebraska students met our state standards in reading, writing, math and science,” Blomstedt said, noting a 3 percent increase in student reading scores this year compared to 2014, and an 11 percent increase since 2010.

“Moving the needle from year-to-year is not easy. It takes hard work on the part of our students and Nebraska teachers,” Blomstedt said. Nebraska educators administered about 451,000 tests statewide in 2015.

Trend data showed state test scores have improved incrementally since testing began six years ago on reading standards, with testing in other subjects phased in yearly. Over 5 years, the percentage of students proficient on mathematics standards improved by 9 percent, science by 5 percent in four years and writing proficiency increased 4 percent over three years.

“Generally, we are seeing not only an increase in the percentage of students proficient on standards but also an increase in the percentage of students exceeding the standards,” Blomstedt said. “That means, Nebraska teachers are successfully increasing their students learning and knowledge of the standards, in general, at all grade levels.”

Even though the percentage of Nebraska students meeting state standards has improved, overall, Blomstedt said Nebraska can do better. “Going forward, we know we must focus on equity of educational opportunity and work to close the educational achievement gap among groups of students.” Historically, higher percentages of white students have met state standards when compared to groups of students by race and ethnicity as well as English Language Learners and students with special needs. The test results for groups of students will be released later.

NeSA TEST SCORES 2010-2015

Nebraska State Accountability: NeSA Scores
Percent Proficient: Meets/Exceeds Combined
Combined Results for All Grades Tested

	2010	2011	2012	2013	2014	2015
Reading	69%	72%	74%	77%	77%	80%
Mathematics		63%	67%	69%	71%	72%
Science			67%	70%	72%	72%
Writing				68%^	—^^	72%

^In 2013, students at grades 8 and 11 experienced formatting issues with the NeSA-Writing online test administration. Scores should be interpreted with caution.

^^ In 2014, students in grades 8 and 11 experienced technology issues with the online NeSA-Writing test. Valid results are not available.

Parents will receive a report on their child’s scores from their local school district this fall. Detailed results for schools and districts are available on the Nebraska Department of Education’s homepage at www.education.ne.gov.

STATE OF THE SCHOOLS REPORT

In October, state test results for groups of students will be available in the State of the Schools Report. Federal accountability results will be available at that time as well.

NEW: AQuESTT RESULTS

“Focusing on every student every day is key to student success and school improvement,” Blomstedt said. “At the state level, a big part of our job is to build and support educational systems for continuous school improvement.”

In December, the first-ever state accountability results for AQuESTT — Accountability for a Quality Education System, Today and Tomorrow — will be available. Under AQuESTT, Nebraska public schools and districts will be classified in four levels and also recognized for having programs and initiatives that support student learning in specific areas.

“AQuESTT is an accountability system that builds on the student test scores released today and other data to create a broader, bolder and better system to support schools and students,” Blomstedt said.

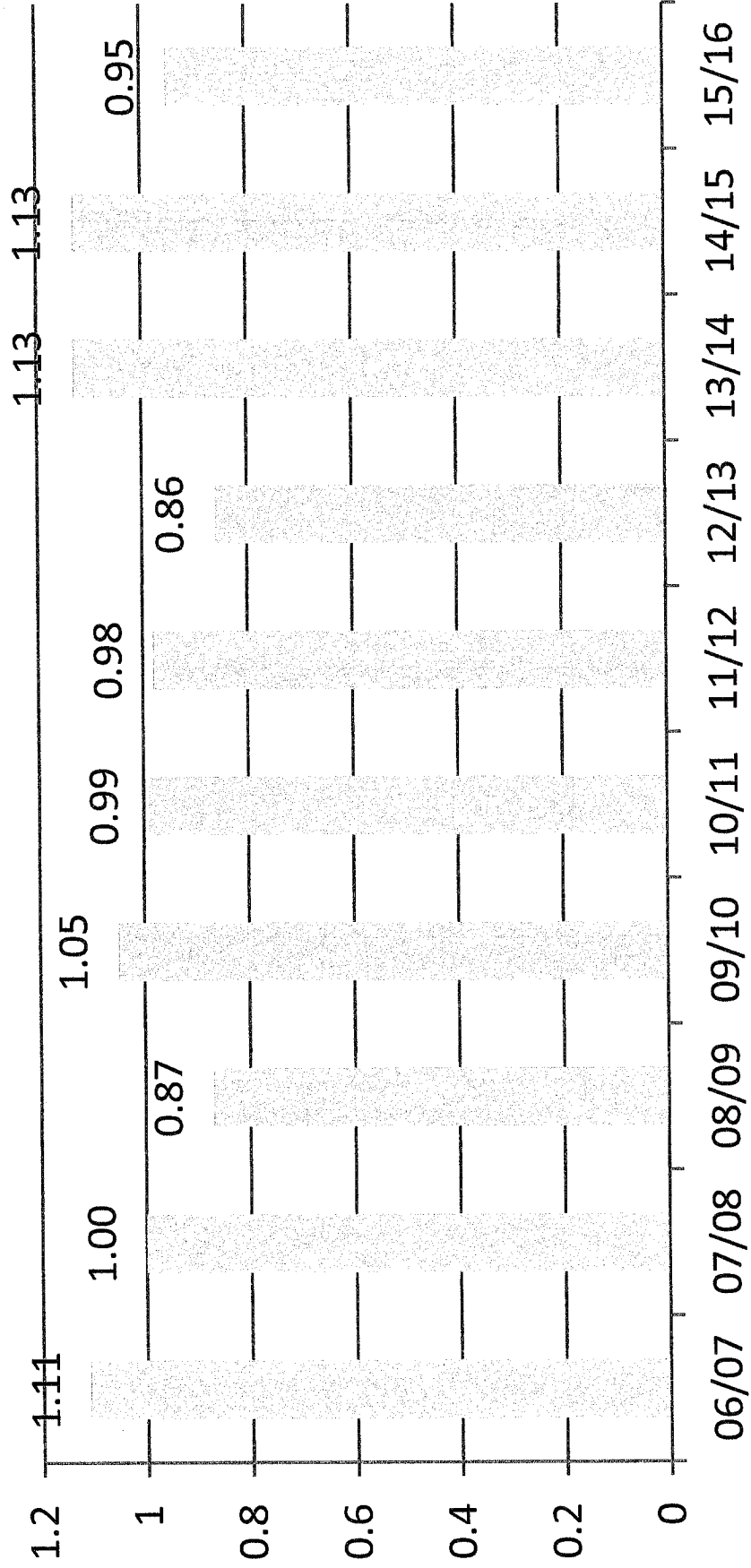
Under AQuESTT, schools and districts will be surveyed for evidence of programs and initiatives that: 1) support student success through positive school partnerships and relationships 2) help students successfully transition between grades, schools, programs 3) provide student access to comprehensive instructional opportunities 4) help students prepare for college and their careers 5) use multiple assessments to measure student learning, and/or 6) support educator effectiveness. Those six AQuESTT tenets are at the core of a survey and follow-up analysis that could improve the classification of a school and district and encourage further improvement.

“AQuESTT is a system focused on school improvement — not test scores from a single year,” Blomstedt said. “It’s the next generation of an accountability system that will be more fully developed over time to ensure student success.”

CHASE COUNTY SCHOOLS (IMPERIAL)

<u>YEAR</u>	<u>NUMBER OF CLAIMS</u>	<u>VALUE OF CLAIMS</u>	<u>EXPERIENCE MODIFIER</u>
1992-1993	3	209.25	0.84
1993-1994	2	164.95	0.79
1994-1995	4	25,132.48	0.93
1995-1996	3	348.34	0.74
1996-1997	1	113.77	0.92
1997-1998	4	181.00	0.92
1998-1999	0	0.00	0.94
1999-2000	5	1,187.30	0.72
2000-2001	1	13,198.26	0.71
2001-2002	2	510.58	0.74
2002-2003	4	526.20	0.93
2003-2004	3	\$41,066.68	0.91
2004-2005	2	\$3,162.71	1.01
2005-2006	2	\$287.81	1.09
2006-2007	2	\$2,323.90	1.11
2007-2008	4	\$55,116.94	1.00
2008-2009	2	\$526.65	0.97
2009-2010	6	\$2,772.50	1.05
2010-2011	6	\$9,956.72	0.99
2011-2012	6	\$37,287.00	0.98
2012-2013	0	\$0.00	0.95
2013-2014	0	\$0.00	1.13
2014-2015	0	\$0.00	1.13
2015-2016	0	\$0.00	0.95
TOTAL	62	\$194,073.04	

CHASE COUNTY PUBLIC SCHOOLS



CHASE COUNTY SCHOOLS

August 25, 2015

Following are the comments/recommendations I have for your school district resulting from my visit to your building earlier today:

1. First, let me comment about your experience modifier. As I mentioned when I met with you earlier today, your modifier has gone down and unless something drastic happens between today and August 31, it will go down again next year. Your safety efforts are largely responsible for this change and you are encouraged to keep up with what you are doing.
2. There were a few locations where it appeared the alternate source of power (battery back-up) was not in working order. Battery replacement will probably fix the problem. Locations where this scenario exists include:
 - a) above the south entrance to the building near the superintendent's office;
 - b) near the Aquafina water machine by the cafeteria;
 - c) above the door in locker room "A";
 - d) in the hallway near the elevator;
 - e) in the hall near custodian room "D";
 - f) the media center; and
 - g) in the hall outside of Mrs. Paisley's office.
3. I suggest the district consider installing an emergency light in the following locations:
 - a) room 109; and
 - b) and Mrs. Shriver's room.
4. The elevator inspection certificate indicated the last date of inspection was 8-6-14 which means it expired on 8-6-15. The elevator needs to be inspected and if it has, you are encouraged to track down the existence of the current certificate.
5. All boiler inspection certificates were current.
6. There is an old wooden ladder in the boiler room which needs to be discarded. Fiber glass ladders provide a much safer alternative for your staff.
7. Most of the fire extinguishers carried current inspection certificates. There were a few where the extinguisher needs to be inspected. The locations follow:
 - a) room 114;
 - b) room 113; and
 - c) room 109.
8. There were many materials being stored on the welding deck, making it difficult to access this area. It appeared most of what is being stored has no useful purpose and if that is the case, I suggest these items be discarded as this area needs to be tidied up.

CHASE COUNTY SCHOOLS

9. There are several electrical outlets in the floor of the woods shop and their intended purpose obviously is to provide electricity for some of your power equipment. They also serve as a perfect tripping device. For the safety of your students and staff, they either need to be covered or removed.
10. Other than #9 above, I found the building to be free of trip/fall hazards. Your staff has done a nice job of keeping cords off the floor and your carpeted and tiled surfaces in the classrooms are in excellent condition.
11. For the most part, classrooms had emergency fire and tornado route information posted and the signs are excellent. A few locations where these signs were missing include:
 - a) room 103; and
 - b) room 102.
12. There are a few locations where the hallway carpet has started to wrinkle, come loose from the floor, and could lead to trips/falls. Andres indicated he thought there were plans to replace this carpet in the near future which is strongly encouraged.
13. I checked the walk-in freezer, walk-in cooler, and the dry storage areas. None were overstocked and all three areas were nicely organized.
14. The district is encouraged to check your playground equipment periodically to make certain all apparatus is in working order and safe for your students. In checking this equipment, I found a few items where repair is suggested.

Because it is solely your responsibility to make safety and health inspections and take whatever actions may be necessary to prevent losses, enforce safety procedures, detect and eliminate hazardous conditions and comply with any federal, state or local law, annual Rule 10 review or any other rule or regulation concerning safety or health, we must advise you that by conduction of surveys and issuing recommendations or reports, ALICAP does not undertake to render services or assume a duty to you or for your benefit or to any third person or for that person's benefit. ALICAP's surveys, recommendations and reports are made solely for the purpose of aiding us in reducing our losses and are not intended to detect or point out all the hazardous conditions on your property or in your operations. There may be hazardous conditions on your property or in your operations which have not been either detected or pointed out to you. You must not rely solely on ALICAP's surveys, recommendations or reports to discover any hazardous conditions on your property, or in your operations, nor rely on ALICAP to remedy any such hazardous conditions as it is your responsibility to do so.

Ed Johnson, NASB ALICAP
402-269-7080

WELLINGTON BUILDING

8-25-15

Earlier today, I toured the Wellington Building. Suffice it to say, there are many issues with this facility and it seems to me the Chase County School District faces many challenges regarding the future of this building. Following is a list of the concerns I have regarding this facility:

1. Rather than identify every location, I found most of the exit lights and emergency lights were not in working order. Many are in dilapidated condition and replacement is probably the most logical solution. Many of the exit lights do not contain an alternate source of power, rendering them useless during a power failure. It is suggested you replace all of the exit lights with equipment containing a battery back-up. Considering the location of some of these lights, it suggested you place a guard over each light to diminish the chance of damage to these lights, i.e., thrown balls, vandalism, etc.
2. Many of the exits are locked shut, denying access/egress. These doors should be unlocked at all times when there are people occupying this facility.
3. The on-stage storage room is overcrowded, housing many items that appear to have little or no value and could possibly be discarded.
4. The stage curtain appears to be in poor condition and is not secured. I suggest you either replace this equipment or discard it.
5. There is an old wooden ladder on the stage. If a ladder of this nature is needed, it is suggested you purchase a fiber glass ladder which offers a much safer alternative.
6. There are many tiled surfaces throughout the building which appear to be asbestos containing surfaces. The district is encouraged to repair these surfaces or replace them.
7. It is suggested the district install emergency lighting in the Jr. High football locker room as this room would be extremely dark during a power failure.
8. A positive is that all three boilers carried current inspection certificates.
9. Most of the fire extinguishers carried out-of-date inspections certificates and need to be inspected by the company who does this type of work for the district.
10. The stair treads leading to the locker room are in poor condition and replacement is encouraged.
11. On the north side of the building where you enter this facility, there is a concrete slab that needs to have the edges painted with a brightly colored paint (yellow or orange) to alert users of an impending elevation change.

12. In the alternative education room, there were many unprotected cords on the floor. Cords of this nature can lead to trips/falls by staff and students. You should cover these cords with a cord cover.
13. There are many exposed electrical wires located at various locations throughout the building that need attention. Rewiring is probably the most logical solution.
14. I noticed various locations where mold is present and the district needs to consider addressing this problem.
15. In weight room, there is a 2 X 4 that serves as the edge for wrestling mats. It also serves as a tripping device which the district should consider rectifying.
16. There are two sets of stairs accessing the clothing room and neither appeared to be very safe. Some of the steps are in poor condition and are in need of repair or replacement.
17. It is difficult for me to comprehend the need of most of the clothing items stored on the upper level. This room is cluttered, making movement within the area difficult at best. Can some of these items be discarded?

Ed Johnson
NASB ALICAP Loss Consultant

BOARD OPERATIONAL GOALS

The Board is responsible to the people, all of the people, for whose benefit this school district has been established. Further, the Board's current decisions will influence the course of education in the districts schools for years to come. By virtue of this responsibility, the Board and each of its members must look to the future and to the needs of all people. This requires a comprehensive perspective and long-range planning.

The Board's primary responsibility is to establish those purposes, and programs which will produce the educational achievement needed by the district students. It is charged with accomplishing this while also being responsible for wise management of resources available to the district. The Board must fulfill these responsibilities by functioning primarily as a legislative body to formulate and adopt policy, by selecting an executive officer to implement policy, and by evaluating the results. Further, it must carry out its functions openly, while seeking the involvement and contributions of public, students and staff in its decision-making processes.

In accordance with these principles, the Board through its mode of operating, shall seek to achieve the following goals:

1. To concentrate the Board's collective effort on its policymaking and planning responsibilities.
2. To formulate Board policies which best serve the educational interests of each student.
3. To provide the superintendent with sufficient and adequate guidelines for implementing Board policies.
4. To maintain effective communication with the public the Board serves and with staff and students in order to maintain awareness of attitudes, opinions, desires and ideas.

SCHOOL BOARD LEGAL STATUS

The Constitution of the State of Nebraska charges the State with the responsibility of maintaining a system of “free common schools” for all children in Nebraska. The state legislature fulfills this responsibility by enacting laws to regulate the schools, providing a portion of the funds needed for operating the schools, and delegating the immediate control of the schools to the Boards of Education elected within the local school districts.

The School Board, therefore, is an agency of the State with powers delegated to it by the legislature by clear inference. It is responsible for carrying out certain mandatory laws and shall consider and accept or reject the provisions of the permissive laws. In all cases where the state laws do not provide or prohibit, the Board shall consider itself the agency establishing and appraising educational activities of the district and responsive to the desires of the majority of the citizens of the district.

SCHOOL BOARD POWERS AND DUTIES (The Concept of Trusteeship)

There is a basic concept of responsibility attached to service as a member of a board of trustees. Individually and collectively, board members serve as trustees of the community's children. More specifically, the "estate" which members of a board of trustees hold "in trust" is, (1) the present welfare of children and the community (as it may be enhanced by a program of public education) and (2) the future welfare of the community, state, and nation (as children in school today become the responsible adults of tomorrow).

As elected representatives of the public, governing board members are subject to close scrutiny, particularly at board meetings. They are expected to be dignified, well-informed members, who are alert to the wishes of the community, who use good judgment, and who demonstrate insight and understanding in arriving at decisions. Freedom from prejudice, bias, or commitment to special interests is essential.

BOARD MEMBER AUTHORITY

Because all powers of the Board of Trustees lie in its action as a group, individual Board members exercise their authority over district affairs only as they vote to take action at a legal meeting of the Board.

In other instances, an individual Board member, including the chairman, shall have power only when the Board, by vote, has delegated authority to him or her.

It shall be the policy of the Board to make its members, the district staff, and the public aware that only the Board has authority to take official action.

SCHOOL BOARD ELECTIONS

As required by law Class III school board nominations shall be held in conjunction with the statewide primary election and shall be elected at the statewide general election under the provisions of various state statutes.

BOARD MEMBER OATH OF OFFICE

Each member of the Board of Education shall, prior to assuming their official position, take and subscribe an oath of office as follows:

“I, _____, do solemnly swear that I will support the Constitution of the United States and the Constitution of the State of Nebraska, against all enemies, foreign and domestic; that I will bear true faith and allegiance to the same: that I take this obligation freely and without mental reservation or for purpose of evasion; and that I take this obligation freely and without mental reservation or for purpose of evasion; and that I will faithfully and impartially perform the duties of the office of _____, according to law, and to the best of my ability. And I do further swear that I do not advocate, nor am I a member of any political party or organization that advocates the overthrow of the government of the United States or of this state by force or violence, and that during such time as I am in this position I will not advocate nor become a member of any political party or organization that advocates the overthrow of the government of the United States or of this state by force or violence. So help me God.”

[← Back to Section B](#)

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BOARD MEMBER RESIGNATION AND/OR VACANCY

The Board believes that any citizen who files for and seeks election to the Board should do so with full knowledge of and appreciation for the investment in time, effort, and dedication expected of all Board members and that the citizen's intent to serve reflects his or her intention to serve a full term of office.

However, if for reasons of health, change in domicile, or any other compelling reason a member does decide to terminate service, the Board requests earliest possible notification of intent to resign so that the Board may plan appropriately for this emergency. The resignation of any Board member may be made to the school Board.

A Board of Education seat shall become vacant by the death, resignation, removal from office, or removal from the district of the incumbent, or by his or her absence from the district for a continuous period of sixty days at one time, or by his or her absence from two (2) consecutive regular meetings or absence from three (3) regular meetings of the Board in a calendar year, unless excused by a majority of the remaining members of the Board.

SCHOOL BOARD MEMBER ETHICS

A school board member, operating under the highest ethical standards, should:

1. Attend regularly scheduled board meetings, and become informed concerning the issues to be considered at those meetings.
2. Keep abreast of important developments in educational trends and issues through individual study and participation in educational workshops and conferences.
3. Remember always that a board member's first and greatest concern must be high quality education for every student.
4. Instill respect toward one's fellow man.
5. Instill respect toward our country.
6. Encourage the free expression of opinion by all board members.
7. Seek systematic communications between the board and students, staff and all elements of the community.
8. Establish and maintain procedural steps for resolving complaints and criticisms of school affairs.
9. Make public relevant institutional information in order to promote communication and understanding between the school system and the community.
10. Observe state and federal laws and regulations pertaining to education.
11. Represent the entire community without fear or favor.
12. Maintain confidentiality of privileged information.
13. Recognize that the strength of a school board is as a board, not as individuals.
14. Dedicate board action to policymaking, planning and appraisal.

CONFLICT OF INTEREST/CONTRACTS

It shall be the policy of Chase County Schools that any contract whether oral or written, formal or informal, which is entered into by the school district and in which a member of the Board of Education is directly or indirectly interested, is voidable unless certain reporting, disclosure and abstention requirements are met. The school district is authorized to enter into a contract in which a member of the Board of Education is directly or indirectly interested so long as:

1. The Board member makes a declaration on the record regarding the nature of his/her interest prior to official consideration of the contract.
2. The affected Board member does not participate in consideration or discussion of the contract.
3. The Board member does not vote on the granting of the contract except that if the number of members of the Board declaring an interest in the contract would prevent the Board with all members present from securing a quorum in the issue, then all members may vote on the matter.
4. The Board members does not in any way participate in the inspection, operation, administration or performance under the contract on the part of the district.

It shall further be the policy of Chase County Schools that the above provisions apply not only to formal contracts but also to open accounts.

CONFLICT OF INTEREST
EMPLOYMENT OF FAMILY MEMBER OF BOARD MEMBER OR SUPERVISOR
AND EMPLOYMENT OF BOARD MEMBER

1. A member of the Board of Education or an administrator or other employee with supervisory responsibilities may employ or recommend or supervise the employment of an immediate family member if:
 - a. He or she does not abuse his or her official position (for this purpose, “abuse” means employing an immediate family member: who is not qualified for and able to perform the duties of the position; at an unreasonably high salary; or who is not required to perform the duties of the position);
 - b. He or she makes a full disclosure on the record to the Board of Education and a written disclosure to the Superintendent and/or Secretary of the Board; and,
 - c. The Board of Education approves the employment or supervisory position.
2. No immediate family member of a Board of Education or an administrator or other employee with supervisory responsibilities shall be employed by the School District:
 - a. Without first having made a reasonable solicitation and consideration of applications for such employment.
 - b. Who is not qualified for and able to perform the duties of the position.
 - c. For any unreasonably high salary.
 - d. Who is not required to perform the duties of the position.
3. Neither the Board of Education nor an administrator or other employee with supervisory responsibilities shall terminate the employment of another employee so as to make funds or a position available for the purpose of hiring an immediate family member.
4. This policy shall not apply to an immediate family member of a member of the Board of Education or an administrator or other employee with supervisory responsibilities who was previously employed in a position with the School District prior to the election or appointment of the Board member or employee. Prior to or as soon as reasonably possible after the official date a Board member takes office or an employee assumes his or her responsibilities, such Board member, administrator or other employee with supervisory responsibilities shall make a full disclosure of any immediate family member employed in a position subject to this policy.
5. A member of the Board of Education may not be engaged in a contract to teach with the Chase County Schools District. Nor shall a member of the Board of Education cast a vote in favor of the election of any employee when the Board member is related by blood or marriage to such employee.

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CONFLICT OF INTEREST - OTHER THAN CONTRACTS OR EMPLOYMENT

1. Members of the Board of Education of this School District shall abstain from voting on matters on which they may have a conflict of interest. Any Board member who would be required to take any action or make any decision in the discharge of his or her duties that may cause financial benefit or detriment to hi or her, a member of his or her immediate family, or a business with which he or she is associated, which is distinguishable from the effects of such action on the public generally or a broad segment of the public, shall take the following actions as soon as he or she is aware of such potential conflict or should reasonably be aware of such potential conflict, whichever is sooner;
 - (a) Prepare a written statement describing the matter requiring action or decision and the nature of the potential conflict; and
 - (b) Deliver a copy of the statement to the Political Accountability and Disclosure Commission and to the Superintendent and Secretary of the Board of Education who shall enter the statement into the public records of the School District.

The Board member shall take such action as the Commission shall advise or prescribe to remove himself or herself from influence over the action or decision in the matter.
2. The provisions of paragraph 11 above shall not prevent a Board member from making or participating in the making of a School District-related decision to the extent that the individual's participation is legally required for the action or decision to be made. In such event, the Board member shall report the occurrence to the Commission.
3. Except as defined in Nebraska statute and this policy, conflict of interest of a Board member shall not prevent a Board member from serving on the Board or restrict the hiring or purchasing practices of this School District.
4. The Superintendent, or the Superintendent's designee, shall provide:
 - (a) Each Board member with copies of state statutes of Nebraska pertaining to conflicts of interest at the organizational meeting of the Board of Education held at the regular School Board meeting in January of each year. In addition, any newly appointed or elected Board member shall be provided such statutes.
 - (b) When possible, provide each Board member with a list of financial matters on the agenda to come before the Board of Education at the next regular meeting in sufficient detail to allow the Board member to identify potential conflicts of interest and report and receive advice from the Commission.
5. For purposes of this policy, immediate family member shall be defined as a child residing in the Board member's household, a Board member's spouse or an individual claimed by that Board member or the Board member's spouse as a dependent for federal income tax purposes.

BOARD STRUCTURE AND ELECTION OF OFFICERS

The Board of Education for Chase County Schools shall consist of nine members. Election of these members shall be structured such that four (4) members will be elected during one election year and five (5) members will be elected during the next election year. Elections will be held in accordance with state statute.

At the regular February meeting, the Board of Education shall elect from its own members a President, Vice-President, Secretary and a Treasurer for the term of one year.

STUDENT BOARD MEMBER

The Board of Education for Chase County Schools shall include one non-voting member who is a high school student. This representative will be selected through an election process conducted by the high school Student Council. This election process shall select a student who will be seated at the regular May meeting and who will serve a one-year term.

The student selected to serve in this position will be expected to attend meetings in accordance with expectation for other Board members. This student member shall have the privilege of attending all open meetings of the Board, but shall be excluded from Executive Sessions.

BOARD OFFICERS

The president shall preside at all meetings of the Board, and shall call special meetings when required, shall sign official documents which require the signature of the president, and shall perform other duties prescribed by law or these by-laws.

In the absence of the president, the vice-president shall perform the duties of the president and, when so acting, shall have all the power of the president.

If the president and vice-president are absent at a meeting where a quorum is present, the ranking member present in terms of continuous service of the Board shall preside. The secretary and treasurer shall sign official documents which are required by law or Board policy.

BOARD-SUPERINTENDENT RELATIONSHIP

School board members are the elected or appointed trustees of public education. In our democratic society, they are the governors of the public schools. They are answerable within provisions of the law only to the people for their stewardship of local public education.

School administrators are the trained professionals who become the bridge between the public's trustees of public education and the staff of the schools. They must translate into action the people's desires and needs for public education as mandated by law and expressed by the school board. There is a complex and sensitive leadership position that cannot be fulfilled unless they have the confidence of the school board and the respect of their staff.

The close working relationship and loyalty which the administrators owe their school boards clearly sets them apart from the teachers. To a degree, members of the administration and their boards must be close and sometimes confidential. It is critically important for the cause of their common goals that both parties respect their proper roles and retain their identity on the management team.

BOARD COMMITTEES

The Board may delegate portions of its exploratory, fact-finding, and preliminary work to temporary committees. These are advisory, however, and have no power to take action whatsoever, or to commit the Board or district to any course of action, except as specifically directed by the Board.

It shall be the duty of the president of the Board to appoint all committees, except when the Board itself may decide otherwise. The first person named to any committee shall be considered the chairperson. It shall be the duty of the chairperson to convene the committee, and in the chairperson's absence or inability to act, the second named shall replace and perform the duties of the office.

The Board will rely on various committees to counsel it as one means of discerning the needs and desires of the school district and its residents. The central purpose of all advisory committees is to contribute to the educational program by conducting studies, identifying problems, and developing recommendations that will enhance the effectiveness of the decision-making process. The ultimate authority to make decisions will continue to reside in the powers and duties of the Board as imposed bylaw.

Citizens' advisory committees: Such committees shall be formed by the Board at such times and for such specific purposes as the Board deems necessary. They shall function until their assigned goal has been accomplished, and then shall be dissolved. Generally, citizens' advisory committees shall be assigned to investigate areas of community involvement in district affairs. Members shall be broadly representative of the community's population and chosen from among residents who have shown an interest in the topic to be studied and who express a sincere interest in the advancement of public education. Once activated, the committee shall report periodically to the Board, keeping it informed of progress and problems. The Board may designate the intervals at which it will hear from the committee, but any significant developments shall be reported as they occur. No announcement may be made by any committee or its members to the public or press until such release has been cleared with the Board president or his designee. The Board shall provide citizen's advisory committees with a suitable meeting place and required facilities.

COMMITTEE ON AMERICANISM

An informed, loyal, just and patriotic citizenry is necessary to a strong, stable, just and prosperous America. In order to comply with Nebraska School Laws, at the beginning of each school year, the Board of Education shall appoint from its members a committee of three, to be known as the Committee on Americanism. The duties of the Committee will be as follows:

1. To examine, inspect and approve all textbooks used in the teaching of the American History and civil government in the school.
2. Assure themselves as to the character of all teachers employed, and their knowledge and acceptance of the American form of government.

The Committee will channel the above duties through the Superintendent of Schools who will make a written report to the Committee for their approval on or before October 15 of each school year. The Committee shall provide a report of their findings to the entire Board at their regular meeting in November of each year.

SCHOOL ATTORNEY

The Board recognizes that the complexity of school district operations frequently requires procurement of professional legal services. Consequently, it shall retain an attorney or law firm for purposes of systematically securing such services.

A decision to seek legal advice or assistance in behalf of the school district shall normally be made by the superintendent or by persons specifically authorized by the superintendent. Such action shall occur as it is consistent with approved district policy or standard practice and meets an obvious need of the district. It may also take place as a consequence of formal Board direction.

Many types of legal assistance to the district may be considered routine and not necessitating specific Board approval or prior note. However, when the administration concludes that unusual types or amounts of professional legal service may be required, the Board directs the administration to so advise it and to expeditiously seek either initial or continuing authorization for such service.

CONSULTANTS TO THE BOARD

In order to pursue its educational mission and also to protect the public's financial investment in the schools, the Board will from time to time engage the services of qualified professional consultants to provide new insights and ideas for dealing with especially difficult problems and/or to provide special services which present staff is unable to provide. The kinds of assistance sought from consultants may include, but will not necessarily be limited to: (1) conducting fact-finding studies, surveys, and research; (2) providing counsel or services requiring special expertise; and (3) assisting the Board in developing policy and program recommendations.

Before engaging any consultant, the Board will require submission of a written proposal which can be incorporated into a contract or purchase order if it satisfies the wishes of the Board. Proposals will detail (1) the specific objectives to be accomplished by the consultant; (2) the specific tasks to be performed; (3) the procedures to be used in carrying out the tasks; (4) the target dates for the completion of tasks; and (5) the method to be used to report results to the Board.

SCHOOL BOARD MEETINGS

The Board of Education shall officially transact all business at the legal meeting of the Board. The president shall start all meetings promptly at the appointed hour. The Board shall hold various types of meetings, including:

1. Regular meeting-----the usual official legal action meeting each month.
2. Special meeting-----an official legal action meeting called between the scheduled regular meetings.
3. Conference Session-----a background session called to acquaint the Board with information concerning many phases of the operation of the school district. No official action can be taken at these sessions.
4. Executive Session-----a background discussion session called to acquaint the Board with information of a confidential nature such as matters of personalities, property sale or acquisition. No official action can be taken at these sessions.

Unless otherwise altered by Board action, regular meetings of Chase County Schools Board of Education shall be held at the administration office on the second Tuesday of each month.

For instances when the second Tuesday of the month falls on a legal holiday, the regular meeting of the Board may be held on the next business day.

All regular meetings shall be open to the public and the press.

All meetings from the normal dates shall be advertised in the press or by posting in three public places at least two days prior to the date of the meeting unless otherwise prescribed by law.

It is the desire of the Board that meetings shall be formal enough for orderly procedure but informal enough to be natural and to encourage free discussion and to promote group thinking and action.

The Board desires to be cognizant of the problems, requests, complaints, and suggestions of members of the community, but it is necessary that the Board not allow the perusal of such material to interfere with diligent attention to the affairs of the district.

SPECIAL BOARD MEETINGS

Special meetings may be called for either of the following purposes:

1. To enable the Board to concentrate and take action on a single problem or set of problems; or
2. To enable the Board to take emergency action between regular meetings.

Special meetings may be called by the Board as a whole, by the president, or any two Board members. When possible, they shall be announced in advance at a regular meeting of the Board.

When special meetings are called in the interim between Board meetings, all Board members and the public shall receive adequate notice of the time, place, and purpose of such meeting. Except in extreme emergencies, adequate notice shall consist of at least 24-hour written notice.

All special meetings shall be open to the public and press, but no public discussion shall be heard on items other than those related to the call of the meeting.

Only business related to the call of the meeting shall be discussed or transacted by the Board at a special meeting.

CLOSED SESSIONS

The Board of Education may hold a closed session by the affirmative vote of a majority of its voting members if a closed session is clearly necessary for the protection of the public interest or for the prevention of needless injury to the reputation of an individual and if such individual has not requested a public meeting. Closed sessions may be held for, but shall not be limited to, such reasons as: (a) strategy sessions with respect to collective bargaining, real estate purchases, or litigation; (b) discussion regarding deployment of security personnel or devices; (c) investigative proceedings regarding allegations or misconduct; or (d) evaluation of the job performance of a person when necessary to prevent needless injury to the reputation of a person and if such person has not requested a public meeting; provided, however a closed meeting shall never be held for the purpose of discussing the appointment or election of a new member to the Board of Education.

The vote to hold a closed session shall be taken in open session. The subject matter and the reason necessitating the closed session shall be identified in the motion to close. The entire motion, the vote of each member on the question of holding a closed session, and the time when the closed session commenced and concluded shall be recorded in the minutes. If the motion to close passes, then the presiding officer immediately prior to the closed session shall restate on the record the limitation of the subject matter of the closed session. The Board shall restrict its consideration of matters during the closed portions to only those purposes set forth in the motion to close as the reason for the closed session. The meeting shall be reconvened in open session before any formal action may be taken.

Any member of the board shall have the right to challenge the continuation of a closed session if the member determines that the session has exceeded the reasons stated in the original motion to hold a closed session. Such challenge shall be overruled only by a majority vote of the members of the public body. Such challenge and its disposition shall be recorded in the minutes.

The term "closed session" as used in the policies, regulations and Bylaws of the District shall include within its meaning any "executive session" or "executive meeting" authorized or prescribed by said policies, regulations and Bylaws, all of said terms being interchangeable.

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AGENDA FORMAT

Except as altered by a vote of a majority of the members of the Board the following shall generally be the order to be observed in the transactions of business.

1. Visitors' questions: informal dialogue with public about the school.
2. Business affairs:
 - Minutes
 - Warrants
 - Reports
 - Principal
 - Superintendent
 - Student Report
 - Others
3. Action Items
4. Discussion Items
5. Other

AGENDA CONSTRUCTION AND CONTROL

- A. Written meeting agendas will be prepared by the Superintendent of Schools in corroboration with the President of the Board of Education. Any Board member may submit agenda items to be placed on the agenda by the Superintendent and the Board President.
- B. Control of the agenda is the responsibility of the Board President.
- C. Agenda items shall be sufficiently descriptive to give the public reasonable notice of the matters to be considered at the meeting.
- D. An agenda, kept continuously current, shall be readily available for public inspection at the office of the Superintendent of School of the Chase County School District during normal business hours. Except for items of an emergency nature, the agenda shall not be altered later than 24 hours before the scheduled commencement of the meeting. The School Board shall have the right to modify the agenda to include items of an emergency nature only by action taken at the public at which the item is to be considered.

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QUORUM

A majority of the full membership of the Board shall constitute a quorum. Unless otherwise provided, when a vote is taken upon any measure before the Board, a quorum being present, a majority of the votes of the members voting on the measure shall determine the outcome.

MINUTES

The minutes of Board meetings should be as brief as possible but record all action taken by the Board. The superintendent shall review the rough draft of the minutes to ascertain that all necessary items have been included and that the draft is concise and fair.

The minutes should be delivered to Board members within five days after each meeting, and should be corrected as necessary and adopted by the Board at the next regular Board meeting.

After adoption, the minutes should be carefully stored as official Board records. As official records of the Board, the minutes should reflect the dignity and professionalism of the Board.

PUBLIC PARTICIPATION AT BOARD MEETINGS

Attend

Members of the public are encouraged to attend Board meetings. They will not be required to identify themselves as a condition for admission to the meeting.

Hear

The Board will, upon request, make a reasonable effort to accommodate the public's right to hear the discussion and testimony presented at the meeting.

Record

Members of the public may use recording devices (tape recorder, video camera, etc.) to record any part of a meeting of a public body, except for closed sessions. No recording, other than note taking, shall be done without informing the President in advance. The President shall control the placement of the recording device so the device does not obstruct the view of Board members or other members of the public attending the meeting and does not otherwise interfere with the meeting.

Access to Written Materials

At least one copy of all reproducible written material to be discussed at an open meeting will be made available at the meeting for examination and copying by members of the public.

Speak

Members of the public will be permitted to speak at Board meetings at which a public forum is on the Agenda. Members of the public may also speak when invited to make a presentation or when recognized by the chair. The Board is not required to allow members of the public to speak at each meeting. However, the Board will not forbid public participation at all meetings.

Members of the public will not be required to have their name be placed on the agenda prior to the meeting in order to speak about items on the agenda.

Members of the public who desire to address the Board will be required to identify themselves.

The President or chair for the meeting shall have the authority to establish reasonable time limits for individual speakers and for the duration of public forum sessions.

Speakers will be permitted to address the Board consistent with free speech rights. However, offensive language, defamatory remarks, and hostile conduct will not be tolerated. Further, charges or complaints against a school employee shall not be made for the first time at a public Board meeting without having followed the school's complaint procedure.

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BOARD POLICY DEVELOPMENT

The Board, representing the people of the district, is the legislative body which determines all questions of general policy to be employed in the conduct of the public schools.

Proposals regarding school district policies and operations may originate at any of several sources: a parent, a student, a taxpayer, a professional employee, a member of the Board, a clerk, the superintendent, a professional consultant, a civic group, etc.

Action on such proposals, whatever their source, is taken finally by the Board in accord with its bylaws. The Board shall take action on most matters upon the basis of recommendations presented to the Board by the superintendent. The superintendent bases his recommendations upon the outcomes of study and upon the judgment of the professional staff and study committees.

POLICY ADOPTION

Except for policy actions to be taken on emergency measures, the adoption of Board policies shall follow this sequence which will take place at least at two regular or special meetings of the Board:

1. Announcement and distribution of proposed new or revised policies as an item of information.
2. Opportunity offered to concerned groups or individuals to react to policy proposals.
3. Discussion and final action by the Board on policy proposals.

The final vote on the policy shall follow, by at least 27 days, the meeting at which policy proposals are first placed on the agenda.

1. Prior to enactment, all policy proposals shall be titled and coded as appropriate to subject and in conformance with the codification system used in the Board policy manual.
2. If possible, each policy statement shall be limited to one subject.
3. Policies and amendments adopted by the Board shall be attached to and made a part of the minutes of the meeting at which they are adopted and shall also be included in the policy manual of the district.
4. Policies and amendments to policies shall be effective immediately upon adoption unless a specific effective date is provided in the adopted resolution.

Emergency Procedure

On matters of unusual urgency, the Board may waive the 27 day limitation and take immediate action to adopt new and revise existing policies. When such immediate action is necessary, the superintendent shall inform concerned groups or individuals about the reasons for this necessity.

Annual Reaffirmation of Policies

The Board's set of written policies shall be reappraised annually in light of the best practices and needs of the community. Alterations shall require action by a majority of the Board at two successive meetings.

ADMINISTRATION IN POLICY ABSENCE

The superintendent shall have the power to implement action within the school system if an emergency situation should develop for which the School Board has provided no administrative guidelines. However, the superintendent's duty to inform the Board of any such action and of the need for an official policy.

POLICYDISSEMINATION

The superintendent is directed to establish and maintain an orderly plan for presenting and making assessable the policies adopted by the Board.

Accessibility is to extend at least to all employees of the school system and to members of the Board.

All policy manuals distributed to anyone shall remain the property of the Board of Education and shall be considered as “on loan” to anyone, or any organization, in whose possession they might be at any time. They are subject to recall at any time deemed necessary by the administrative head of the school district for purposes of updating.

BOARD-STAFF COMMUNICATIONS

The Board desires to maintain open channels of communication between itself and the staff. The basic line of communication will be through the district superintendent.

Staff Communications to the Board

All communications or reports to the Board or any Board committee from principals, supervisors, teachers, or other staff members shall be submitted through the superintendent. This necessary procedure shall not be construed as denying the right of any employee to appeal to the Board about administrative decisions on important matters, provided that the superintendent shall have been notified of the forthcoming appeal and that it is processed in accordance with the Board's policy on complaints and grievances. Staff members are also reminded that Board meetings are public meetings. As such, they provide an excellent opportunity to observe the Board's deliberations on staff concern.

Board Communications to Staff

All official communications, policies, and directive of staff interest and concern will be communicated to staff members through the superintendent, and the superintendent will employ all such media as are appropriate to keep staff fully informed of the Board's problems, concerns and actions.

Social Interaction

Staff and Board members share a keen interest in the schools and in education generally, and it is to be expected that when they meet at social affairs and other functions, they will informally discuss such matters as educational trends, issues, and innovations and general school district problems. However, staff members are reminded that individual Board members have no special authority excepting when they are convened at a legal meeting of the Board or vested with special authority by Board action. Therefore, discussions by either party of personalities or personnel grievances will be considered unethical conduct.

NEW BOARD MEMBER ORIENTATION

A new member-or any person designated for appointment as a new member of the Board-is to be afforded the Board's and the staff's fullest measures of courtesy and cooperation. Board and staff shall make every feasible effort to assist the new member to become fully informed about the Board's functions, policies, procedures, and problems.

1. In the interim between appointment and actually assuming office the new member will be invited to attend all meetings and functions of the Board, including executive sessions, and is to receive all reports and communications normally sent to Board members.
2. The new member is to be provided with copies of all appropriate publications and aids, including the Board policy manual and publications of the state and national school boards associations.
3. The Board chairman and members of the administrative staff will also confer with the new member as necessary on special problems or concerns.

BOARD MEMBER DEVELOPMENT OPPORTUNITIES

The Board of Education places a high priority on the importance of a planned and continuing program of in-service education for its members. The central purpose of the program is to enhance the quality and effectiveness of public school governance in our community. The Board shall plan specific in-service activities designed to assist Board members in their efforts to improve their skills as members of a policymaking body; to expand their knowledge about trends, issues, and new ideas affecting the continued welfare of our local schools; and to deepen their insights into the nature of leadership in a modern democratic society.

Funds shall be budgeted annually to support the program. Individual Board members shall be reimbursed for out-of-pocket costs incurred through participation in approved activities. The Board as a whole shall retain the authority to approve or disapprove the participation of members in planned activities. The public shall be kept informed through the news media about the Board's continuing in-service education and about the programs anticipated for short-range and long-range benefits to our schools.

The Board regards the following as the kinds of activities and services appropriate for implementing this policy:

1. Participation in school board conferences, workshops and conventions held by the state and national school boards associations.
2. District-sponsored training sessions for Board members.
3. Subscriptions to publications addressed to the concerns of Board members.

BOARD MEMBER COMPENSATION AND EXPENSES

Board members living outside the corporate limits of Imperial shall be paid mileage at the rate allowed school personnel.

Travel Expenses. The school district shall reimburse Board members when they travel on school business. When attendance at conventions or other educational meetings or travel for other school purposes is authorized in advance by the Board, expenses shall be reimbursed as follows: (1) transportation--from meeting site, plus charges for public city conveyance, if required; (2) fees and registration as required for participation at meetings; (3) lodging; and (4) reasonable expenses for meals.

Receipts for hotel/motel accommodations and for transportation costs, other than cab fares, shall be submitted with expense vouchers. Expenses shall be submitted and accounted for in writing to the business office of the school within 30 days of completion of such travel.

RISK MANAGEMENT INSURANCE

It shall be the policy of the governing board of this school district to maintain a program of risk management for this district which, consistent with all legal requirements pertaining thereto and the financial ability of the district, provides a program of protection and insurance for all real and personal property of the district, to insure and/or self-insure the district's liability and personal liability of all members of the governing board and employees of the district for damages to persons or property, to insure and/or self-insure the district from losses due to employee dishonesty, injury or death and to provide a program of health and welfare benefits for employees to the limits established from time to time by the governing board.

SCHOOL BOARD MEMBERSHIPS

In general it shall be the intention of the Board of Education to ally itself to those professional organizations of the county, state and nation which exist for the purpose of supporting public education. Board membership, however, will be limited to those organizations acknowledged by the State Legislature or by the State Board of Education as approved for membership.

Membership of individual Board members in educational, civic and service organizations is encouraged.

SECTION C----GENERAL SCHOOL ADMINISTRATION

CA	<u>Administration Goals</u>
CBA	<u>Qualifications and Duties of Superintendent</u>
CBB	<u>Superintendent's Contract</u>
CBC	<u>Superintendent's Compensation and Benefits</u>
CBD	<u>Superintendent's Development Opportunities</u>
CBE	<u>Evaluation of the Superintendent</u>
CC	<u>Policy Implementation</u>
CD	<u>Temporary Administrative Arrangements</u>
CE	<u>Administrative Reports</u>
CF	<u>School District Annual Report</u>
CG	<u>School Building Administration</u>

ADMINISTRATION GOALS

Proper administration of the schools is vital to a successful educational program. The general purpose of the district's administration shall be to coordinate and supervise, under the policies of the Board, the creation and operation of an environment in which students learn most effectively.

The district's administrative organization shall be designed so that all divisions and departments of the schools are part of a single system guided by Board policies which are implemented through the district superintendent. Principals are expected to administer their units in accordance with Board policy and the district's superintendent's rules and procedures.

It shall be the policy of the Board that ways shall be sought to decentralize administration in order to bring administrative decisions closer to, hence more responsive to, specific needs of individual students and the school community.

The district superintendent, each principal, and all other administrators shall have the authority and responsibility necessary for his or her specific administrative assignment. Each shall likewise be accountable for the effectiveness with which the administrative assignment is carried out. The Board shall be responsible for clearly specifying requirements and expectations of the superintendent, then holding the superintendent accountable by evaluating how well those requirements and expectations have been met. In turn, the superintendent shall be responsible for clearly specifying requirements and expectation for all other administrators, then for holding each accountable by evaluating how well requirements and expectations have been met.

Major goals of administration in the district shall be:

1. To manage the district's various departments, units and programs effectively.
2. To provide professional advice and counsel to the Board and to the advisory groups established by Board action. Where feasible, this will be done through reviewing alternatives, analyzing the advantages of each, and recommending a selection from among the alternatives.
3. To implement the management function so as to assure the best and most effective learning programs, through achieving such sub-goals as (a) providing leadership in keeping abreast of current educational developments; (b) arranging for the staff development necessary for establishment and operation of learning programs that better meet more learner needs; (c) coordinating efforts to improve learning programs, facilities, equipment, and materials; and (d) in the decision-making process incorporating improvement ideas of staff, students, parents and others.

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