

## Board of Education Regular Meeting

Monday, January 10, 2022 7:00 PM Central

HS CONFERENCE ROOM

705 N 9th Street  
Arlington, NE 68002

Jason Arp: Present  
Chase Kratochvil: Present  
Matt O'Daniel: Present  
Bruce Scheer: Present  
Janet Warner: Present  
Shanon Willmott: Present  
Present: 6.

### 1. OPENING PROCEDURES

#### 1.1. Call Meeting to Order

Matt O'Daniel called the meeting to order at 7:00pm

#### 1.2. Roll Call

#### 1.3. Pledge of Allegiance

#### 1.4. Approval of Regular Meeting Agenda

Motion to approve the regular meeting agenda as presented Passed with a motion by Chase Kratochvil and a second by Bruce Scheer.

Jason Arp: Yea, Chase Kratochvil: Yea, Matt O'Daniel: Yea, Bruce Scheer: Yea, Janet Warner: Yea, Shanon Willmott: Yea

### 2. WELCOME TO GUESTS AND PUBLIC FORUM

### 3. ANNUAL BUSINESS

#### 3.1. Election of Officers

Nominations for President : Matt O'Daniel Bruce Scheer nominated - Janet Second No other nominations, no Vote needed. Matt Accepted

V Pres Shannon Willmott Janet Warner Nominated, Chase Kratochvill - Bruce Scheer Nominated Ballots were Distrubuted Voted counted Shannon Willmott- 2 Chase Kratochvill- 4 Chase Kratochvill accepted Vice President

#### 3.2. Appointment of Board Committees

Curriculum : Shannon, Janet, Jason

Buildings/grounds: Bruce, Janet, Shannon

Finance: Matt, Jason, Chase

Negotiations :Matt, Chase, Bruce

Jason and Chase moved from Buildings and grounds to Finance and Shannon and Janet moved to Buildings and grounds

### 3.3. Appoint KSB and PGH&G Law Firms as Official Legal Counsel to Board and Superintendent

Motion to appoint KSB and Perry Law Firm as Official Legal Counsel to Board and Superintendent Passed with a motion by Matt O'Daniel and a second by Janet Warner.

Jason Arp: Yea, Chase Kratochvil: Yea, Matt O'Daniel: Yea, Bruce Scheer: Yea, Janet Warner: Yea, Shanon Willmott: Yea

### 3.4. Appoint First State Bank and Trust as Official Depository for All District Funds

Motion to appoint Two River Bank as official depository of district funds. Passed with a motion by Janet Warner and a second by Bruce Scheer.

Jason Arp: Yea, Chase Kratochvil: Yea, Matt O'Daniel: Yea, Bruce Scheer: Yea, Janet Warner: Yea, Shanon Willmott: Yea

### 3.5. Distribute Conflict of Interest Forms for Board Members

Matt O'Daniel discussed the attached forms - board members need to complete a form if there is a conflict of interest while being on the board.

### 3.6. Approve Arlington Citizen as Official Newspaper of the Board of Education

Motion to appoint Arlington Citizen as official newspaper of the district. Passed with a motion by Chase Kratochvil and a second by Jason Arp.

Jason Arp: Yea, Chase Kratochvil: Yea, Matt O'Daniel: Yea, Bruce Scheer: Yea, Janet Warner: Yea, Shanon Willmott: Yea

### 3.7. Appoint Superintendent as District Non-Discrimination Compliance Coordinator

Motion to appoint Dr. Lewis as District Non-Discrimination Compliance Coordinator. Passed with a motion by Matt O'Daniel and a second by Chase Kratochvil.

Jason Arp: Yea, Chase Kratochvil: Yea, Matt O'Daniel: Yea, Bruce Scheer: Yea, Janet Warner: Yea, Shanon Willmott: Yea

## 4. CONSENT AGENDA

### 4.1. Minutes of the Previous Board Meeting(s)

Motion to approve the board minutes and financials, and employee agreement with Business manager as presented. Passed with a motion by Bruce Scheer and a second by Jason Arp.

Jason Arp: Yea, Chase Kratochvil: Yea, Matt O'Daniel: Yea, Bruce Scheer: Yea, Janet Warner: Yea, Shanon Willmott: Yea

### 4.2. Monthly Financial Reports

### 4.3. Approve Employment Agreement with Laurie May for business manager/bookkeeper

## 5. CURRICULUM/INSTRUCTION REPORTS

### 5.1. Math Curriculum Report

Dawn Klein, Michaela Curran were present to share their math curriculum to the board.

### 5.2. PreK & Kindergarten Report

Gail Barth present for PreK

Chelsea Kwapnowski, Debbie Walling, and Tamara Loberg present for Kindergarten

## 6. PRINCIPALS' REPORTS

### 6.1. Mrs. Morgan Elementary Report

### 6.2. Mr. Shada's Activity Report

### 6.3. Mr. Pfingsten's Secondary Report

## 7. SUPERINTENDENT'S REPORT

### 7.1. NASB Update and Links

### 7.2. Construction Update

Things are moving along well, looking at plumbing and inspections for hvac. Once inspections get passed they will start with tiling-new windows are in. Lockers are in Omaha and not built yet, looking to see how many old lockers can be removed on a weekend to bring new ones in. Things are moving as planned. Grading for new addition plans were presented to the board, for drainage and water removal, reducing the slope of the grading to reduce water issues. Costs are still within budget and shouldn't see any issues moving forward. Grading will have to wait until spring to begin due to weather and frost in ground- we might be able to do a little work now with warmer weather.

### 7.3. Finalize Date/Location for Board Retreat

The Barn in Arlington 1st Choice, need to take a look at the upstairs- make sure it will work for meeting, what will need to be brought along: Projector? Screen?  
Fremont Country Club 2nd choice if barn will not work

Feb 2nd, Date- 5:00-5:30 Arrival

### 7.4. Review Supt Leave Log

Dr. Lewis reviewed her leave log-

The board is very appreciative of her providing these details of her leave.

## 8. COMMITTEE AND REPRESENTATIVE REPORTS

### 8.1. Negotiations Committee

Negotiations committee has met with AEA multiple times, Matt has asked the board to go through the offers to make decisions on the Offers presented.

Proposal to AEA from board- two year agreement, adding step to the bottom of each column will ensure every certificated member to receive at least 4% increase this year. Insurance would also

include moving to the EHA \$1200/0 deductible making the cost about the same with the current plan

HSA plan

sick leave bank is confusing to new employees-they would like to get rid of the bank, only using up what is banked at this time, depleting the days and no longer having the sick leave bank.

Cost to the school will be about \$330, 000 over a 2 year period

AEA Proposal to Board is increase base salary by \$1500

-would like school to pay 10% more of the insurance that we currently provide

-Adding a step on the salary schedule adding a 2% of the base salary for that year and every subsequent year- those who are at MA+27

-each teacher to increase the accumulation of up to 6 sick days- 3 paid personal days not subject to approval- (currently at 1)

-eliminate the language in that allows for only one horizontal advancement per year

-change wording of contracted days for staff- making the calendar for contract days to read differently stating that they can not start before the 2nd Monday in August and can not go past Memorial day

- add Erip wording to Negotiated agreement-

-language changes to Grievance Procedure, would like wording to be changed in negotiation agreement, they are proposing to be able to subject the board to

-change wording of Coaching agreement

- \$439,000 for the AEA proposed plan (would add about 6% to the Levy)

## 9. UNFINISHED BUSINESS

### 10. NEW BUSINESS

Board reviewed the polices- only suggestion made was to update/correct the wording in Policy 4140 Professional Growth- the use of the word Personnel, is used as Personal file in the policy. Will correct to to Personnel file.

#### 10.1. Review Board Policies 4013-4141:

- 4013: Personnel Files
- 4014: Sales Persons
- 4015: Orders of Supplies and Equipments
- 4016: Employee Use of School Facilities
- 4017: Activity Passes
- 4018: Political Activity
- 4019: FLSA Policy
- 4020: Disposal of Consumer Report Records
- 4021: Employee Social Security Numbers
- 4022: Military and Family Military Leave
- 4023: Prohibition on Aiding and Abetting Sexual Abuse

- 4024: Wage and Deduction Info
- 4025: Professional Boundaries
- 4026: Complaints About Employees
- 4027: Workplace Privacy Act
- 4028: Employee Fundraising
- 4030: Wage Information
- 4031: Injury Leave
- 4100: Qualifications for Appointment as Teacher
- 4101: Qualifications for Appointment to Administrative Position
- 4110: Contract
- 4111: Certification
- 4112: Board Policy on Release from Contract
- 4120: Probationary Certified Employees
- 4121: Permanent Certified Employees
- 4130: Assignment of Duties
- 4131: Teacher Agents Tutors
- 4132: Student Teachers and Pre-Student Teachers
- 4133: Substitute Teachers
- 4135: Prohibition of Employment of Board Members
- 4140: Professional Growth
- 4141: Teacher Training

Board policies are reviewed by Dr Lewis,  
 Policy 4140 Need to correct the Professional growth policy so that the wording reads Personnel  
 File not Personal File

#### 11. EXECUTIVE SESSION

Motion to enter into Executive Session to discuss negotiations strategies. Passed with a motion  
 by Matt O'Daniel and a second by Jason Arp.

Jason Arp: Yea, Chase Kratochvil: Yea, Matt O'Daniel: Yea, Bruce Scheer: Yea, Janet Warner:  
 Yea, Shanon Willmott: Yea

Board entered into Executive Session at 8:40pm

Executive Session Ended at 9:50

Motion Matt  
 Second Shanon

All in

#### 12. ACTION ON EXECUTIVE SESSION ITEMS

#### 13. ADJOURNMENT

Motion to adjourn meeting at 9:51. Passed with a motion by Matt O'Daniel and a second by  
 Shanon Willmott.

Jason Arp: Yea, Chase Kratochvil: Yea, Matt O'Daniel: Yea, Bruce Scheer: Yea, Janet Warner:  
Yea, Shanon Willmott: Yea

Matt O'Daniel adjourned the meeting at 9:51pm