

Board of Education Regular Meeting

School District of Seward

410 South Street

Seward, NE 68434

Monday, July 27, 2020 5:30 PM

Attendance Taken at 5:31 PM.

Paul Duer: Present

Jill Hochstein: Present

Jana Hughes: Present

Jerry Rumery: Present

Ryne Seaman: Present

Danielle Shipley: Present

1. Preliminary Procedures

1. Call meeting to order & announce Open Meetings Act is Posted

2. Public Notice as publicized per board policy

3. Roll Call

1. Action to excuse board members if necessary

4. Pledge of Allegiance

5. **1.5 Mission** The school district of Seward--where every student, every day is a success--affirms that all students will have the skills to become productive and contributing members of a global community. In cooperation with family and community members, the district is committed to the development of each student academically, emotionally, socially, and physically.

6. Approval of Agenda

Motion to approve the agenda as presented Passed with a motion by Paul Duer and a second by Jerry Rumery.

Paul Duer: Yea, Jill Hochstein: Yea, Jana Hughes: Yea, Jerry Rumery: Yea, Ryne Seaman: Yea, Danielle Shipley: Yea

2. Public Forum: (The Board President reserves the right to place time limits on individuals and topics.)

1. Public Forum on Agenda Items: This is your opportunity to speak to items on the agenda. If you are not a part of the presentation of the agenda item you need to speak now. Thank you for your participation.

Pat Piskorski spoke regarding the addendum he presented to the board and thanked the board for their work on the plan for COVID-19.

2. Public Forum on Any Topic: This is your opportunity to speak to any topic concerning the school district. Since it is not an agenda item the board cannot discuss or take action at this time on the matter. Future discussion can be requested as an agenda item. Thank you for your participation.

There was none.

3. Discussion Items

1. Seward Fall Reopening Plan

Dr. Fields discussed with the board about reopening in the fall.

2. Graduation

Dr. Fields discussed graduation and what that will look like on August 1, 2020.

4. Old Business

5. New Business

1. **Discuss, consider, and take all necessary action re COVID-19 reopening considerations resolution.**

Motion to approve the Seward Public Schools Reopening COVID-19 Resolution Passed with a motion by Paul Duer and a second by Jill Hochstein.

Paul Duer: Yea, Jill Hochstein: Yea, Jana Hughes: Yea, Jerry Rumery: Yea, Ryne Seaman: Yea, Danielle Shipley: Yea

2. Teacher resolution

Motion to approve the addendum to the negotiated agreement regarding the COVID pandemic with the amended verbage of #1 and #2 to say COVID-19. Passed with a motion by Jerry Rumery and a second by Paul Duer.

Paul Duer: Yea, Jill Hochstein: Yea, Jana Hughes: Yea, Jerry Rumery: Yea, Ryne Seaman: Yea, Danielle Shipley: Yea

6. Consent Agenda

1. Approval of Minutes

2. Approval of Consent Agenda

Motion to approve the consent agenda as presented Passed with a motion by Paul Duer and a second by Jana Hughes.

Paul Duer: Yea, Jill Hochstein: Yea, Jana Hughes: Yea, Jerry Rumery: Yea, Ryne Seaman: Yea, Danielle Shipley: Yea

7. Adjournment

Motion to adjourn the meeting at 6:42 PM with the next study session and regular board meeting scheduled for Monday, August 10 at 5:30 and 7:00 PM Passed with a motion by Danielle Shipley and a second by Jill Hochstein.

Paul Duer: Yea, Jill Hochstein: Yea, Jana Hughes: Yea, Jerry Rumery: Yea, Ryne Seaman: Yea, Danielle Shipley: Yea

Please publish the following legal notice in the July 22, 2020 edition of the Seward County Independent. Thank you.

NOTICE OF SCHOOL BOARD MEETING

The board of education of the School District of Seward will meet in regular session on Monday, July 27, 2020 at 5:30 p.m. for a regular business meeting. The meeting will be held at the Administrative Offices located at 410 South St., Seward, Nebraska. An agenda for the meeting which shall be kept continually current is readily available for public inspection at the Superintendent's Office during normal business hours.

To view the agenda go to <http://SewardPublicSchools.org/> and find the eMeeting link.

Public Health Recommendations for the Screening, Exclusion, and Re-Admittance of Ill Students and Staff for COVID-19 in Schools

The following symptom screening criteria for ill students and staff is based on the most current research. Because people with COVID-19 have reported a wide range of symptoms – ranging from mild symptoms to severe illness, the following criteria has been developed to assist schools in identifying presumptive positive COVID-19 cases.

At least **one** of the following: new cough, shortness of breath, difficulty breathing, loss of taste and smell

OR

Students with **two** of the following: fever (measured or subjective), chills, cold/shivering, muscle pain, headache, sore throat, nausea, vomiting, diarrhea

Students and staff who screen positive should be immediately isolated in the designated area and sent home as soon as possible. Require the symptomatic person to wear a surgical or procedure mask while waiting, if tolerable.

Re-Admittance to School

Symptomatic staff/student who tests positive:

Exclude for:

- At least 10 days since symptoms first appeared
- AND:**
- At least 24 hours with no fever without fever-reducing medication
- AND:**
- Symptoms have improved

Symptomatic staff/student not tested:

Exclude for:

- At least 10 days since symptoms first appeared
- AND:**
- At least 24 hours with no fever without fever-reducing medication
- AND:**
- Symptoms have improved

May return to school if a doctor establishes an alternative diagnosis and meets the schools requirements for readmission.

Symptomatic staff/student who tests negative:

Exclude until afebrile for 24 hours (or meets the schools requirements for readmission) **AND** improved respiratory symptoms

There is no reason for a student or staff member to get a “negative test” to be cleared for the return to school. A COVID-19 positive individual does not need a repeat COVID-19 test or a doctor’s note in order to return.

If a student or staff member tests positive for COVID-19, please call Four Corners Health Department at (402) 362-2621 or (877) 337-3573.

2020–2021 SCHOOL RE-OPENING RESOLUTION

WHEREAS, the school district was closed during a portion of the 2019–2020 school year based on the statewide outbreak of COVID-19; and

WHEREAS, the President and the Governor have declared a state of emergency; and

WHEREAS, the State of Nebraska and Four Corners Health Department have issued various directed health measures in response to the novel coronavirus and the COVID-19 pandemic; and

WHEREAS, the directed health measures currently in place allow the school facilities to be reopened to in-person student attendance; and

WHEREAS, the Board of Education wishes to support student learning while taking reasonable precautions to keep students, staff, and administrators safe; and

WHEREAS, the school district is also completing reopening plans with contingencies for changes in circumstances, but for the time being, the Board of Education believes it is important to address these critical issues to assist the administration in preparing for plans when school resumes;

NOW, THEREFORE, be it resolved that the Board of Education has determined as follows:

Site for Instruction

Student instruction will occur in-person in the classroom unless otherwise required by law. All students who are enrolled in the school district must attend school on all days when school is open for in-person instruction unless the student's illness makes attendance impossible or impractical or is otherwise excused by board policy.

Masks

All district teachers, staff, employees, and volunteers:

Must wear face coverings when the Four Corners Risk Dial is in Yellow, Orange or Red and you cannot social distance six feet or more or unless the nature of the instruction or other activity makes face covering unsafe or impossible. Employees who suffer from a disabling condition that

necessitates a reasonable accommodation to this requirement must notify their supervising administrator immediately of the employee's physical or mental impairment and the accommodation the employee seeks.

All students

Must wear face coverings at all times while the Four Corners Risk Dial is at yellow, orange or red if in session, unless one of the following exception applies:

- o The student has a disability and a reasonable accommodation excuses the student from wearing a mask for some or all of the school day;
- o The student's Individualized Education Program (IEP) team has determined that wearing a mask for some or all of the school day would interfere with the student's ability to receive a free, appropriate public education and that determination is documented in the student's IEP;
- o The student's Section 504 committee has determined that wearing a mask for some or all of the school day would interfere with the student's ability to receive a free, appropriate public education and that determination is documented in the student's Section 504 Plan; OR
- o Another legally valid reason exists to excuse the student from the face covering requirement and such reason has been approved in writing by the building Principal.
- o Must wear face coverings in all common areas (hallways, media center, etc.) but may opt to remove the face covering while the student is seated at his/her desk in a classroom which allows for at least 6 feet of social distancing from others.
- o Face coverings will not be required during PE classes, recess, when eating lunch, or in other classes or programs when the administration determines it is not necessary.

Leave / Staff Attendance

- Employees will be permitted to take leave (paid or otherwise) provided by the terms of employment (staff contract, negotiated agreement, etc.) and as provided by law (e.g., ADA, FMLA, FFCRA, etc.).

The superintendent is authorized to take all reasonable and necessary action to implement this resolution without further action of the Board.

If there is any conflict between this resolution and any provision of Board policy or of staff or student handbooks, the terms in this resolution shall control.

NOW, THEREFORE, be it finally resolved that this resolution will expire upon the sooner of action taken by the Board to rescind it or the expiration of the 2020-2021 school year.

Approved by the Board on Monday, July 27, 2020.

Board President

COVID-19 ADDENDUM TO 2020-21 NEGOTIATED AGREEMENT

This Addendum to Negotiated Agreement is entered into by and between the Board of Education of School District No. 9 of Seward County, Nebraska, a/k/a Seward Public Schools, a political subdivision of the State of Nebraska, and the Seward Education Association.

WHEREAS, the parties entered into a Negotiated Agreement setting forth certain terms and conditions of employment for the 2020-2021 contract year, and

WHEREAS, said Negotiated Agreement provides for the provision and use of paid sick leave under the terms and conditions set forth therein and/or Board policy, and

WHEREAS, as the result of the introduction of the COVID-19 virus into the Nebraska population and the interest of the parties to minimize its transmission, protect students and the public and encourage school employees to stay home if ill, the parties agree as follows:

1. Effective immediately, employees experiencing symptoms of a virus infection are strongly encouraged to stay home and seek medical attention as appropriate.
2. Employees experiencing symptoms of a virus infection or who are otherwise unable to attend to their duties for any health related reason must first use sick leave provided by the Negotiated Agreement, including unspecified or PTO leave intended to be used for illness; if an employee has no accumulated paid sick leave or has insufficient accumulated paid sick leave to cover the absence, the employee shall be granted paid medical leave until such time as it is determined that they are able to resume their duties without exposing others to the introduction or spread of any contagious or infectious disease or condition.
3. Employees who take leave pursuant to this agreement and who also qualify for FMLA leave are subject to the requirements of the school district's FMLA policy, ***as well as the Families First Coronavirus Response Act (FFCRA or Act), and other federal laws yet to be enacted.***
4. Staff who desire to take the medical leave provided under this agreement must comply with all of the district's procedural requirements to request and be granted leave.
5. It remains an act of unprofessional conduct, insubordination, neglect of duty and a breach of contract to knowingly misuse any paid leave, including the medical leave provided pursuant to paragraphs 1 and 2 of this agreement. Employees who do so will be subject to disciplinary action up to and including the non-renewal, termination and/or cancellation of their employment contracts.

6. The terms of this Addendum shall remain in effect until the sooner of: (a) the conclusion of the 2020-2021 contract year; or (b) the school district receives notification from the Nebraska Commissioner of Education COVID-19 transmission no longer poses a public health risk to the school district' population.

Dated this _____ day of August 2020.

By: _____
President, Education Association

By: _____
President, Board of Education

Board of Education Study Session Template

School District of Seward

410 South Street

Seward, NE 68434

Monday, July 13, 2020 5:30 PM

Attendance Taken at 5:31 PM.

Paul Duer: Present

Jill Hochstein: Present

Jana Hughes: Present

Jerry Rumery: Present

Ryne Seaman: Present

Danielle Shipley: Present

1. Preliminary Procedures

1.1. Call meeting to order & announce Open Meetings Act is Posted

1.2. Public Notice as publicized per board policy

1.3. Roll Call

1.3.1. Action to excuse board members if necessary

2. Possible Discussion Items

2.1. New and Revised Board Policy

Dr. Fields discussed the new and revised board policies.

2.2. Summer Project Update

Dr. Fields updated the board on summer projects. The FCS room and the bathroom project at the high school are almost complete. The fire alarm system will not be completed this summer due to device shortages. The doors at the high school are complete. The HVAC project at the elementary school is getting close to being completed and will be fired up shortly to troubleshoot.

2.3. School Reopening Plan for the Fall

Dr. Fields asked the board for their input on school reopening in the fall.

3. Adjournment

President Seaman adjourned the meeting at 7:00 p.m.

Prepared by:
Heidi Covert

Paul Duer
Secretary

Board of Education Regular Meeting

School District of Seward

410 South Street

Seward, NE 68434

Monday, July 13, 2020 7:00 PM

Attendance Taken at 7:07 PM.

Paul Duer: Present

Jill Hochstein: Present

Jana Hughes: Present

Jerry Rumery: Present

Ryne Seaman: Present

Danielle Shipley: Present

1. Preliminary Procedures

1.1. Call meeting to order & announce Open Meetings Act is Posted

1.2. Public Notice as publicized per board policy

1.3. Roll Call

1.3.1. Action to excuse board members if necessary

1.4. Pledge of Allegiance

1.5 Mission The school district of Seward--where every student, every day is a success--affirms that all students will have the skills to become productive and contributing members of a global community. In cooperation with family and community members, the district is committed to the development of each student academically, emotionally, socially, and physically.

1.6. Approval of Agenda

Motion to approve the agenda as presented Passed with a motion by Paul Duer and a second by Jill Hochstein.

Paul Duer: Yea, Jill Hochstein: Yea, Jana Hughes: Yea, Jerry Rumery: Yea, Ryne Seaman: Yea, Danielle Shipley: Yea

2. Public Forum: (The Board President reserves the right to place time limits on individuals and topics.)

2.1. Public Forum on Agenda Items: This is your opportunity to speak to items on the agenda. If you are not a part of the presentation of the agenda item you need to speak now. Thank you for your participation.

There was none.

2.2. Public Forum on Any Topic: This is your opportunity to speak to any topic concerning the school district. Since it is not an agenda item the board cannot discuss or take action at this time

on the matter. Future discussion can be requested as an agenda item. Thank you for your participation.

Pat Piskorski thanked the board for the last 10 years as SEA representative.

3. Reports

3.1. Superintendent's Report

Our next board meeting will be July 27, 2020 to discuss opening school in August. The district will increase the admissions fee for JV activities. Should sub pay be increased? The unicameral is set to open up on July 20, 2020. Dr. Fields updated the board on the Waverly Road project.

4. Discussion Items

4.1. Graduation

Dr. Fields discussed the graduation ceremony.

4.2. Fall Reopening

Dr. Fields discussed the reopening of school in August.

5. Old Business

5.1. Seward High School Student Handbook

Motion to approve Proposal B of the high school handbook Passed with a motion by Danielle Shipley and a second by Jill Hochstein.

Paul Duer: Yea, Jill Hochstein: Yea, Jana Hughes: Yea, Jerry Rumery: Yea, Ryne Seaman: Yea, Danielle Shipley: Yea

6. New Business

6.1. First Reading of Revised and New Board Policy for 2020-2021

Motion to approve the first reading of the 2020-2021 revised and new board policies as presented. Passed with a motion by Paul Duer and a second by Jana Hughes.

Paul Duer: Yea, Jill Hochstein: Yea, Jana Hughes: Yea, Jerry Rumery: Yea, Ryne Seaman: Yea, Danielle Shipley: Yea

6.2. Milk Bids

Motion to approve the milk bid from Hiland Dairy Food. Passed with a motion by Paul Duer and a second by Jerry Rumery.

Paul Duer: Yea, Jill Hochstein: Yea, Jana Hughes: Yea, Jerry Rumery: Yea, Ryne Seaman: Yea, Danielle Shipley: Yea

6.3. Bowling for Seward High School

Motion to approve bowling as a sanctioned high school sport for Seward High School. Passed with a motion by Jana Hughes and a second by Danielle Shipley.

Paul Duer: Yea, Jill Hochstein: Yea, Jana Hughes: Yea, Jerry Rumery: Yea, Ryne Seaman: Yea, Danielle Shipley: Yea

6.4. 2020-2021 Staff Handbook

Motion to approve the 2020-2021 Staff Handbook Passed with a motion by Jerry Rumery and a second by Paul Duer.

Paul Duer: Yea, Jill Hochstein: Yea, Jana Hughes: Yea, Jerry Rumery: Yea, Ryne Seaman: Yea, Danielle Shipley: Yea

7. Future Agenda Items
July 27, 2020 board meeting

8. Consent Agenda

8.1. Approval of Minutes

8.2. Approval of Financial Reports

8.2.1. Treasurer

8.2.2. Budget

8.2.3. Activities

8.2.4. Athletic

8.3. Approval of Claims

8.3.1. General Fund - \$1,527,837.45

8.3.2. Special Building Fund - \$287,185.50

8.3.3. Depreciation Fund - \$64,127.50

8.4. Approval of Consent Agenda

Motion to approve the consent agenda as presented Passed with a motion by Jill Hochstein and a second by Jana Hughes.

Paul Duer: Yea, Jill Hochstein: Yea, Jana Hughes: Yea, Jerry Rumery: Yea, Ryne Seaman: Yea, Danielle Shipley: Yea

9. Adjournment

Motion to adjourn the meeting at 8:41 PM with a board meeting to discuss the final reopening plan on Monday, July 27 at 5:30 pm Passed with a motion by Jana Hughes and a second by Danielle Shipley.

Paul Duer: Yea, Jill Hochstein: Yea, Jana Hughes: Yea, Jerry Rumery: Yea, Ryne Seaman: Yea, Danielle Shipley: Yea

Prepared by:
Heidi Covert

Paul Duer
Secretary