

Cozad Community Schools

Board of Education Regular Meeting

Monday, November 14, 2022 7:00 PM

Office of the Superintendent

Mission: The mission of Cozad Community Schools is to prepare students to be lifelong learners and productive, responsible citizens by providing a quality education in cooperation with family and community.

Values - Guiding Principles

Respect - Trust, appreciate, celebrate, value, act with urgency

Integrity - Do the right thing, deliver highest quality instruction and practice full accountability

Teamwork - Teamwork at all levels districtwide, recognize and celebrate, have fun and enjoy

Innovation - Positive attitude, open to new ideas,

Courage - Embrace change and take calculated risk, encourage others, communicate directly with respect

1. BOARD OF EDUCATION REGULAR MEETING 7:00 P.M.

1.1. Call to Order, Roll Call

1.2. Nebraska Open Meeting Law, Publication of Meeting

This meeting has been preceded by advance notice and is hereby declared to be in open session. A current copy of the Nebraska Open Meetings Act is posted on the West wall of the meeting room.

Notice of this meeting was given in advance by publication in the Cozad Local and posted on the Cozad Community Schools website and at the District Office, Cozad Post Office and Wilson Public Library. Notice of this meeting was also given in advance to all members of the Board of Education. The order of agenda items may be changed when deemed necessary.

The board may choose to enter closed (executive) session to discuss any matter for which closed (executive) session is lawful and appropriate.

1.3. Excused/Unexcused Board Member Absence

2. PUBLIC COMMENTS

The Board of Education invites you to offer comments during the public comments portion of the agenda. This is the portion of the meeting when members of the public may speak to the board about matters of public concern.

When you have been recognized, please stand and state your name and address and come forward to the front of the board table.

The board will generally allow a total of 20 minutes for the presentation of all public comments. Individuals may speak only one time, and must limit comments to around 5 minutes. If there are more than 4 individuals who wish to address the board, the 20 minutes will be divided equally between the number of speakers. These time limits may be changed by a majority vote of the board members in attendance to extend the time for a specific item or speaker.

For additional instructions on public participation, brochures are provided for you to view. A copy of Policy 2009 Public Participation at Board Meetings is available upon request.

3. AUDIT REPORT VIA TELECONFERENCE CALL WITH MARY LUTH, FROM ALMQUIST, MALTZAHAN, GALLOWAY AND LUTH

4. PRINCIPAL/ADMINISTRATIVE REPORTS

4.1. Patty Wolfe Report

4.2. Corey Fisher Report

4.3. Jeremy Yilk Report

4.4. Brian Regelin Report

4.5. Kyle Hoehner Report

4.6. Teresa Schneider Report

4.7. Connor Williams Report

5. SUPERINTENDENT REPORT

6. CONSENT AGENDA

6.1. Approval of the Minutes of Previous Meeting(s)

Monday, October 17, 2022- Board of Education Regular Meeting

Board of Education Regular Meeting

Monday, October 17, 2022 7:00 PM

Office of the Superintendent

1910 Meridian Ave

Cozad, NE 69130

Posted Locations:

- Cozad Local
- Cozad Community Schools District Office
- Cozad Post Office
- Wilson Public Library

Posted Date: 10/12/2022

The meeting was called to order at 7:00 PM

Ann Burkholder: Present

Joel Carlson: Present

Judy Eggleston: Present

Kiley Goff: Present

John Peden Absent

Michele Starman: Present

Present: 5, Absent: 1.

1. BOARD OF EDUCATION REGULAR MEETING 7:00 P.M.

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The board may choose to enter closed (executive) session to discuss any matter for which closed (executive) session is lawful and appropriate.

1.3. Excused/Unexcused Board Member Absence

Motion to excuse board member John Peden Passed with a motion by Judy Eggleston and a second by Kiley Goff.

Ann Burkholder: Yea, Joel Carlson: Yea, Judy Eggleston: Yea, Kiley Goff: Yea, Michele Starman: Yea

Yea: 5, Nay: 0

2. PUBLIC COMMENTS

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The board heard public comment from 3 individuals. 2 spoke to the board about the college access grant the school received. They explained the terms and benefits for students. The 3rd individual spoke to the board about the districts new reading curriculum, Amplify and how it didn't align with their beliefs.

3. AMERICAN CIVICS COMMITTEE

Brent Frauen (Social Studies, 7&8 Grade) spoke to the board about key times for the American civics committee. He gave the example of Constitution Day and how each grade level learns about the constitution differently. Board members asked if they had a Government class and Frauen informed the board that in High School students can take Government. Next the board wanted to know how the Naturalization test was going. Frauen said that because it was the 3rd go around they haven't seen the results from a 8th grader to senior.

4. PRINCIPAL/ADMINISTRATIVE REPORTS

4.1. Patty Wolfe Report

1. Emergency Connectivity Funding (ECF)

1. Awarded \$23,520.00 for 80 devices (iPads) for Grade 2

- 1. Connectivity for students**
- 2. Cases are not included in the funding-cases have been ordered**

2. Order submitted to Apple-devices received. Will request reimbursement for devices once Apple invoice paid

2. Professional Development

1. Nebraska Fall Ed Tech Conference-November 7th, Kearney, NE

- 1. Attendees: Patty Wolfe (District), Jill Arnold (Elementary), Lexi Trimble (Elementary), Ethan Schilz (MS), Jennifer Walls (MS/HS), and Jordan Haarberg (HS).**

3. Board Devices

- 1. Ordered-estimated shipping two weeks; will set up for each board member.**

4. SysCloud

- 1. Third-Party backup of our Google Workspace**
- 2. Security & compliance**
 - 1. Set up ours for all staff and student backup of Google Workspace (email, drive, sites, and calendars)**
 - 2. Security-Ransomware policy**
 - 3. Compliance-CIPA, FERPA, PCI**

5. Advisor Data-Nebraska Department of Education

- 1. Data collected on October 1st from NDE**
- 2. Working on errors & verification reports**
- 3. Superintendent signs off on October 31st**

4.2. Corey Fisher Report

WALKTHROUGH OBSERVATIONS AND FORMAL EVALUATIONS:

Formal evaluations continue for non-tenured and tenured high school staff. I consider formal evaluations as one of the most important priorities for principals. In addition to

formal evaluations, I am also conducting informal walkthrough observations. Walkthrough observations are quick and offer immediate feedback to teachers.

- The primary purpose of any evaluation/observation is to provide feedback to teachers focused on instructional performance and classroom management. Formal evaluations and informal observations can be connected to multiple CCS Strategic Plan Principles including Instruction, Curriculum and Learning (II), Student Centered Learning (III), Personnel Effectiveness (V) and District Resources (VI).

FALL PARENT-TEACHER CONFERENCES:

Fall Parent-Teacher Conferences were held on Thursday, September 29, 2022 from 8:00 a.m. - 8:00 p.m. at the High School. Conferences were fairly well attended. As always, we want to maximize participation so we will continue to investigate how we can improve our conferences and engage more parents.

- Parent-Teacher Conferences can be connected to CCS Strategic Plan Principles including Communication and Stakeholder Engagement (I), Student Centered Learning (III), Culture and Connectedness (IV), and Personnel Effectiveness (V).

SENIOR CLASS FOCUS EVENTS:

The annual "Fall Senior Seminar" event was held on Wednesday, October 12, 2022 at the High School. The CHS Seniors heard guest speakers and also participated in breakout small group sessions throughout the day focused on both College and Career. A big THANK YOU to Jann Kloepping, Amanda Rossell and Dawn Beans for organizing this event. I have included a copy of the seminar schedule for you to view with my report.

- Seniors will also have the opportunity to participate in the annual Apply To College Day on Wednesday, October 19, 2022 starting at 8:00 a.m. and also the Senior Scholarship Night on Wednesday, November 9th at 6:00 p.m. at the High School. Students and parents will also have the opportunity to learn more about the Free Application for Federal Student Aid (a.k.a. FAFSA) process during the Senior Scholarship Night.
- Senior Class Focus Events can be connected to CCS Strategic Plan Principles including Communication and Stakeholder Engagement (I), Instruction, Curriculum and Learning (II), Student Centered Learning (III), and Culture and Connectedness (IV).

NHS INDUCTION AND CCSA AWARDS:

The annual CHS Fall National Honor Society Induction Ceremony will be held on Monday, October 24, 2022 at 6:00 p.m. We will also hold the Cozad Community Scholarship Association Awards Program in conjunction with NHS Induction. Based on Fall MAP Assessments, students who performed in the 90th percentile and also the top three performing students in each class will be recognized with awards.

ASVAB TEST FOR JUNIORS:

CHS Junior students will participate in the ASVAB Test on October 25, 2022 from 8:00 a.m. - 11:30 a.m. ASVAB stands for Armed Services Vocational Aptitude Battery. This assessment has been researched and developed by the United States Department of Defense. It is given to Junior students in many high schools in Nebraska and data from the assessments are used by students and schools for career exploration.

VETERANS DAY PROGRAM:

The annual Veterans Day Program will be held on Friday, November 11, 2022 at 10:00 a.m. in the High School Gym. Both The CHS Band and Choir will be performing during the ceremony. We look forward to hosting this annual community program and honoring our local Veterans. Please feel free to attend if you can.

MID YEAR GRADUATION APPLICATIONS:

I have received two Request For Early Graduation forms from two of our Senior students. Both of the students are on track to complete the requirements by the end of this semester and if they should complete the requirements by the end of the 1st semester, they would be eligible to receive their diplomas at the January Board Meeting. Both students have post secondary plans that include pursuit of further education.

CELEBRATING STUDENT SUCCESSES:

Last spring during the 4th quarter, we implemented what was called "Student Lounge Privilege" for 11th grade students who maintained letter grades of a Cs and above. The Student Lounge was intended to reward students who were maintaining average to above average grades from week to week. The privilege was effective in that it celebrated those students who accomplished the expectation and challenged those who were not to improve their work ethic in the classroom. Because it was successful last

spring, we have again implemented the Student Lounge Privilege for 10th and 11th grade students who maintain letter grades of Cs and above. Students were informed of the return of the Student Lounge Privilege in late September and we began the program on October 3rd.

- **The Student Lounge Privilege is for 10th and 11th grade students only and they must maintain letter grades of Cs and above at all times. If they fall below a C-, they are not permitted to participate in the Student Lounge Privilege and are required to remain in their Academic Success classroom.**
- **The Wednesday After School Program (W.A.S.P.) has been instrumental in decreasing the number of students failing classes from week to week. The Student Lounge Privilege has been equally effective in improving student performance as the number of students carrying a D grade and below has dropped significantly.**
- **Both students and staff have worked extremely hard to raise the academic bar at Cozad High School and these programs support that focus and help promote accountability.**
- **CHS programs focused on academic accountability and celebrating student successes can be connected to ALL of the CCS Strategic Plan Principles including Communication and Stakeholder Engagement (I), Instruction, Curriculum and Learning (II), Student Centered Learning (III), and Culture and Connectedness (IV), Personnel Effectiveness (V) and District Resources (VI).**

NEW SCHOOL HASHTAG:

**If you celebrate CHS success on social media,
feel free to use the new school hashtag when you do.**

#HaymakerWay

4.3. Jeremy Yilk Report

1. Fall Activities Update

a. Football

i. HS FB

1. Varsity is currently 3-4. They will close out their regular season playing Holdrege and Minden.

ii. MS FB

1. The 7th & 8th grade football teams finished their season last week vs Gothenburg. Both teams had a successful campaign.

iii. Upcoming

1. Var FB vs Holdrege (10.14) / Var FB vs Minden (10.21 - Senior Night)

b. Volleyball

i. HS VB

1. Varsity is currently 5-18. Their final home game will be vs Elm Creek.

ii. MS VB

1. The 7th & 8th grade volleyball teams finished their season last week vs Lexington. Both teams continued to improve on a week to week basis.

iii. Upcoming

1. Var @ Valentine Invite (10.15) / 9th-10th, JV & Var vs Elm Creek (10.17 - Senior Night) / SWC Invite @ Ogallala (10.21)

c. Softball

i. The softball team ended their season battling tough against Gothenburg in the C-9 Sub-District. Their final record was 16-13.

ii. Upcoming

1. N/A

d. Girls Golf

i. Girls golf hosted four home events over the course of their season. They worked hard every day to get better. The team's season came to an end at districts in Cambridge.

ii. Upcoming

1. N/A

e. Cross Country

i. The cross country team is preparing for the upcoming district meet in Ogallala. There's some excitement on wanting to punch their ticket to state.

ii. MS XC

1. The middle school team finished their season at the SWC Invite in Minden. Several individual runners had continued success throughout the season by placing in a lot of invites.

iii. Upcoming

1. @ C-5 District Invite in Ogallala (10.13) / State (10.21)

f. One-Act

i. The One-Act cast & crew are continuing to prepare for their upcoming season. We look forward to another great season.

ii. Upcoming

1. @ Loup City Festival (11.5)

g. Other

i. Believers and Achievers - Local Winners

1. Congratulations to Mallory Applegate, Karyn Burkholder and Megan Dyer

ii. Congratulations to Megan Dyer and Bryson Bussinger who recently signed to compete at the next level in their respective sports. Megan will be attending Hastings College to participate in Women's Basketball. Bryson will be attending Concordia University to participate in Men's Wrestling.

iii. Upcoming Senior Night for various activities (10.21.22)

1. @ Home Football Game = Football, Girls Golf, Cross Country, Cheer)

1. Fall Activities Update

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ii. Upcoming

1. N/A

e. Cross Country

i. The cross country team competed in Ogallala at the C-5 district meet. Congratulations to Mallory Applegate, Karyn Burkholder and Lorenzo Levario on punching their ticket to the state meet!

ii. MS XC

1. The middle school team finished their season at the SWC Invite in Minden. Several individual runners had continued success throughout the season by placing in a lot of invites.

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4.4. Brian Regelin Report

MS Board Report 10/17/22- Brian Regelin

- 1) Parent/Teacher Conferences were held September 29th from 8AM-8PM. We had better than normal participation and having it earlier in the quarter was a plus this year. Attendance was as follows: 76% for 6th grade, 64% for 7th grade and 57% for 8th grade.
- 2) Mrs. Walls has been meeting with all HAL students to let them know about the extra opportunities for them that are coming up. (Quiz Bowl and Spelling Bee)
- 3) MAP testing is complete and all MS students have been tested.
- 4) Professional development for our instructional framework with Dr. Mike Ruyle from Marzano Research was a success! A big thanks to Mr. Fisher, Mr. Ford and Mr. Williams for getting this set up on late notice.
- 5) Middle School Fall Sports is complete. We had a total of 76 participants out of 128 students.
- 6) It is hard to believe that we are approaching the end of the first quarter. Staff and students have been working hard and there is a lot of high quality teaching and learning and great things happening at CMS!

4.5. Kyle Hoehner Report

4.6. Teresa Schneider Report

Special Education

- **The special education staff are busy holding Individualized Education Plan Meetings. These meetings are held at a least annually and are designed to help support students receiving special education to meet their academic and social emotional goals.**

I attend as many of these meetings as possible and when I am not available the building administrators cover. It takes a team effort.

- **Teacher evaluations are underway and I have been witnessing some great teaching.**

CEEC

- **On September 28th we held our first Kindness Award celebration and recognized several children for demonstrating kindness to others. This celebration is held each month to honor those who show kindness. A big shout out to Mr. Yilk for helping us recognize our kind kids.**
- **The children enjoyed their visit to the public library on Tuesday, September 22nd.**
- **By the time of this report the children will have visited the Fire Station and they will be going to the Pumpkin Patch on October 21st. We are hoping for great weather and a fun day for all.**
- **World Kindness Day is November 13th, so we will be celebrating "It's Cool to be Kind" the week of November 14 through the 1. Students will be having fun dress up days all that week.**

4.7. Connor Williams Report

This past month we have continued to analyze math curriculum resources for K-12. We have started by creating visions of what we want our math classrooms to look like, and discussing the math pathways that we will provide our students 6-12. We are constantly reviewing all curriculum resources to ensure we have materials that work for Cozad Community Schools and are aligned to the state standards. We are in the process of creating a "Curriculum At a Glance" for each course we offer, that will help us communicate all teachings occurring in our district.

Elementary:

- **At Cozad Elementary School we have narrowed down our math selection process to five different curriculum materials. We will now begin to review them to help choose the best fit for Cozad Elementary school.**

Math Curriculum Resources we are reviewing:

- **Origo Math**
- **Eureka Math Squared**
- **Envision (2020)**
- **iReady Math**

- **Into Math**

Middle School:

- **At Cozad Middle School we have been describing what we want our math classrooms to look like for students. We have created a vision to help drive our selection process and narrow our focus on high quality resources.**

Math Curriculum Resources we are reviewing:

- **Illustrative Mathematics (McGraw Hill)**
- **TDB**
- **TDB**

High School:

- **At Cozad High School we have also been describing what we want our math classrooms to look like for students. This includes analyzing the courses we offer. We have created a vision to help drive our selection process and narrow our focus on high quality resources.**

Math Curriculum Resources we are reviewing:

- **Illustrative Mathematics (McGraw Hill)**
- **TBD**
- **TBD**

5. SUPERINTENDENT REPORT

Discussion items:

- **Used pickup discussion**
- **[Bus](#) purchase budget, timeline, options, direction**
- **Bus barn timeline**
- **General Fund monthly report**
- **Groundbreaking ceremony**
- **eduClimber threshold**

Success stories-[Link](#), [Link](#)

Mr. Ford gave the board more test results from the fall Maps testing. The board was concerned about some numbers from the 4th grade. Ford explained that during the Covid shutdown those students were the most impacted as it was a big learning year for that grade. Evidence shows that covid hit that class the most. Ford went on to ask the board about their opinions on purchasing a new bus to replace the one involved in the accident. We currently are renting Eustis Farnam's bus, but wasn't sure when insurance would stop paying that rental. He gave examples of buses at the Coach Master lot as of that day. The board was not interested in examples given and wanted to find something not brand new, but would last. James continued on informing the board that the bus barn timeline would follow the timeline with the new bus purchase as we don't want the new bus in the elements. Next agenda item was the ground breaking ceremony that will take place at the High School. Ford has contacted I Love Public Schools to publicize the ground breaking. The official date for the ground breaking has not been determined as they are waiting the final mechanical engineering bids.

6. CONSENT AGENDA

Motion to approve the consent agenda, as presented Passed with a motion by Ann Burkholder and a second by Kiley Goff.

Ann Burkholder: Yea, Joel Carlson: Yea, Judy Eggleston: Yea, Kiley Goff: Yea, Michele Starman: Yea
Yea: 5, Nay: 0

6.1. Approval of the Minutes of Previous Meeting(s)

6.2. Congratulations, Condolences, Correspondences

6.3. Classified Resignations

6.4. Classified Hires

6.5. Standing Reports

6.5.1. Sub Reports

6.5.2. Nutrition Services SNP Claim for Reimbursement Summary

6.5.3. Bus Route Averages

6.6. Salary Advancement Applications

- Hannah Gilg, University of Nebraska-Kearney, Improving Math Instruction, 3 hrs
- Taressa Poppert, Wayne State College, Letrs-Volume 1, 3 hrs
- Sydney Widick, Western Governors University, The Reflective Practitioner, 3 hrs
- Sydney Widick, Western Governors University, Designing Curriculum & Instruction I, 3 hrs
- Karsyn Bell, University of Nebraska-Lincoln, Autism Methods, 3 hrs

7. DISCUSS, CONSIDER AND TAKE ACTION ON THE APPROVAL OF THE LEASE PURCHASE INTEREST PAYMENT

Motion to approve the Lease Purchase Payment Passed with a motion by Kiley Goff and a second by Joel Carlson.

Ann Burkholder: Yea, Joel Carlson: Yea, Judy Eggleston: Yea, Kiley Goff: Yea, Michele Starman: Yea
Yea: 5, Nay: 0

Due November 15

Approx. \$11,062.50

8. FINANCIAL REPORTS AND CLAIMS

Motion to approve the financial report as presented, including monthly expenditures, which reflects the current financial standing of the District. Passed with a motion by Ann Burkholder and a second by Kiley Goff.

Ann Burkholder: Yea, Joel Carlson: Yea, Judy Eggleston: Yea, Kiley Goff: Yea, Michele Starman: Yea
Yea: 5, Nay: 0

8.1. Financial Report by Account

8.2. Financial Claims

9. DISCUSS, CONSIDER AND TAKE ACTION ON THE CANCELLATION OF THE ORDERED 2022 CHEVROLET SILVERADO 2500 HD 4WD REG CAB WORK TRUCK FROM PONY EXPRESS

Motion to approve the cancellation of the ordered 2022 Chevrolet Silverado from Pony Express Passed with a motion by Kiley Goff and a second by Judy Eggleston.

Ann Burkholder: Yea, Joel Carlson: Yea, Judy Eggleston: Yea, Kiley Goff: Yea, Michele Starman: Yea
Yea: 5, Nay: 0

10. APPROVAL ON THE RECOGNITION OF COZAD EDUCATION ASSOCIATION AS THE EXCLUSIVE BARGAINING AGENT FOR THE DISTRICT'S NON-SUPERVISORY CERTIFICATED STAFF FOR THE 2024-2025 CONTRACT YEAR

Motion to approve the recognition of Cozad Education Association as the exclusive bargaining agent for the district's non-supervisory certificated staff for the 2024-2025 contract year Passed with a motion by Ann Burkholder and a second by Kiley Goff.

Ann Burkholder: Yea, Joel Carlson: Yea, Judy Eggleston: Yea, Kiley Goff: Yea, Michele Starman: Yea
Yea: 5, Nay: 0

11. DISCUSS, CONSIDER AND TAKE ACTION ON THE SUPERINTENDENT EVALUATION TOOL

Motion to approve the interim superintendent evaluation tool Passed with a motion by Ann Burkholder and a second by Kiley Goff.

Ann Burkholder: Yea, Joel Carlson: Yea, Judy Eggleston: Yea, Kiley Goff: Yea, Michele Starman: Yea

Yea: 5, Nay: 0

12. DISCUSS, CONSIDER AND TAKE ACTION OF THE APPROVAL OF USE OF THE STUDENT FEES ACCOUNT

Motion to approve the use of the student fees account Passed with a motion by Judy Eggleston and a second by Ann Burkholder.

Ann Burkholder: Yea, Joel Carlson: Yea, Judy Eggleston: Yea, Kiley Goff: Yea, Michele Starman: Yea

Yea: 5, Nay: 0

13. DISCUSS, CONSIDER AND TAKE ACTION ON POLICY 3051 OPIOID OVERDOSE PREVENTION AND RESPONSE

Motion to approve policy 3051 Passed with a motion by Judy Eggleston and a second by Ann Burkholder.

Ann Burkholder: Yea, Joel Carlson: Yea, Judy Eggleston: Yea, Kiley Goff: Yea, Michele Starman: Yea

Yea: 5, Nay: 0

KSB approved

14. AGENDA SETTING AND FUTURE MEETINGS

November, 14, 2022, Board of Education Regular Meeting, 7pm

December 12, 2022, Board of Education Regular Meeting, 7pm

15. ADJOURNMENT

Motion to adjourn the meeting at 8:50pm Passed with a motion by Judy Eggleston and a second by Joel Carlson.

Ann Burkholder: Yea, Joel Carlson: Yea, Judy Eggleston: Yea, Kiley Goff: Yea, Michele Starman: Yea

Yea: 5, Nay: 0

*** Closed Session:** If, during the course of the meeting, discussion of any item on the agenda should be held in a closed meeting, the board will conduct a closed meeting in accordance with the Nebraska Open Meetings Law.

****Sequence of Agenda:** The sequence of agenda topics is subject to change at the discretion of the board. Please arrive at the beginning of the meeting.

*****Action Item:** The board reserves the right to take action on any item on the board agenda.

The meeting was adjourned at 8:50 PM.

Mr. James Ford, Interim Superintendent
Cozad Community Schools District No. 11

6.2. Congratulations, Condolences, Correspondences

6.3. Classified Resignations

6.4. Classified Hires

6.5. Standing Reports

6.5.1. Sub Reports

6.5.2. Nutrition Services SNP Claim for Reimbursement Summary

6.5.3. Bus Route Averages

6.6. Salary Advancement Applications

7. DISCUSS, CONSIDER AND TAKE ACTION ON THE APPROVAL OF BOND PAYMENTS

Due: December 15

2020 series Approx. \$263,481.25

2022 series approx. \$579,456.94 (interest only)

8. FINANCIAL REPORTS AND CLAIMS

8.1. Financial Report by Account

8.2. Financial Claims

9. DISCUSS, CONSIDER AND TAKE ACTION ON THE APPLICATIONS FOR EARLY GRADUATION

10. DISCUSS, CONSIDER AND TAKE ACTION ON THE ONE-WAY STREETS AROUND THE ELEMENTARY

11. DISCUSSION

11.1. Negotiations

12. INTERIM SUPERINTENDENT EVALUATION

Board members were provided with an evaluation tool after the October regular board meeting to complete their individual evaluation of the Superintendent. These individual evaluations were compiled for the final evaluation to be presented to the Superintendent. The Superintendent job description was attached for guidance during the evaluation process.

13. AGENDA SETTING AND FUTURE MEETINGS

December 12, 2022- Board of Education Regular Meeting, 7pm

14. ADJOURNMENT

* **Closed Session:** If, during the course of the meeting, discussion of any item on the agenda should be held in a closed meeting, the board will conduct a closed meeting in accordance with the Nebraska Open Meetings Law.

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