

Board of Education Regular Meeting

Monday, November 21, 2022 7:30 PM

Elementary Media Center, Twin River Public
School
816 Willard Ave
PO Box 640
Genoa, NE 68640

Agenda

1. Meeting Called to Order
 - 1.1. Open Meeting Law
 - 1.2. Meeting Properly Published and Posted
 - 1.3. Rules for Public Participation Stated
2. Roll Call
 - 2.1. Excused/Unexcused Absences
3. Approval of Agenda
4. Approval of Minutes of Previous Meetings
5. Program Spotlight
6. Treasurer's Financial Report
7. Approval of Claims
8. Reports of Administrators and Committees
 - 8.1. Visitors
 - 8.2. Principal's Reports
 - 8.3. Activities Report
 - 8.4. Superintendent Report
 - 8.5. Board of Education Committee Report(s)
9. Old Business
10. New Business
 - 10.1. Consider and Take Possible Action to Accept Hires/Resignation(s)

- 10.2. Consider and take possible action to approve midterm graduates.
- 10.3. Consider and take possible action to approve the negotiated agreement for 2023-24 to change the base salary to \$39,200.
- 10.4. Consider and take possible action to approve the amended 2022-23 Negotiated Agreement to include the side agreement for Dave Tejral.
- 10.5. First reading of Board policy 4029: Salary Schedule for Certificated Employees.
- 10.6. Consider and take possible action to continue the softball co-op with Humphrey/Lindsay Holy Family for the 2023-24 and 2024-25 school years.
- 10.7. Consider and take possible action to declare bus #6, van 6, and the Impala surplus.
- 10.8. Consider and take possible action to approve the purchase of the Blase property for \$44,880.
- 10.9. Consider and take possible action to approve a memorial for the football field.
- 10.10. Review and take possible action to approve the 2021-22 audit.
- 10.11. Review the superintendent evaluation and goals.
11. Date, Time, and Location of Next Meeting
12. Executive Session
13. Adjournment

7-12 Principal Report November 2022

- Tri-State Special Education Conference (SPED/504)
 - Attended in Omaha with Mrs. Hebda
- Veteran's Day Program
- Pre-ACT November 8th
- Mental Health Team Update
 - SEL Curriculum- Positive Action Purchased
 - Received 2x Requested amount from grant
- EL Update
 - Outstanding Partnership with the Migrant Education Program
- I Love U Guys Foundation Training
 - SRP and SRM

Twin River Board of Education
Monday, November 21, 2022

- Wednesday, November 2, 2022
 - Mobile Food Pantry-Food Bank of the Heartland
 - Book surplus
- Tuesday, November 8, 2022
 - Genoa Medical Facility conducted annual health screens
 - 279 students: Preschool-6th grade, 7th grade, 10th grade
- Friday, November 11, 2022
 - Veteran's Day Program
 - Special thanks to Genoa, Monroe, and Silver Creek Legion and especially Denny Frey and Ralph Jilg for sharing their stories

- Activity numbers:
 - JH Wrestling: 12
 - JH Girls Basketball: 13
 - HS Wrestling: 8
 - Girls Wrestling (co-op with Lakeview): 2
 - HS Boys Basketball: 19
 - HS Girls Basketball: 12
- JH Wrestling has had 2 meets with an overall record of 42-23 (as of 11/18)
 - 4 girls wrestlers
- Winter sports parents meetings took place on November 15th
- JH girls basketball had their home opener on Tuesday the 15th (won both B and A games!)
- One Act has had 2 competitions plus a community performance
 - Districts on November 29th @ McCool Junction
- Jamboree Triangular @ Fillmore Central on November 26th, 2022
 - Each team will play 2 quarters against the other teams
 - Starts at 1 p.m.
- Softball co-op was renewed for 2 years
- FCCLA recently attended National Fall Leadership Conference
- FFA had 4 students compete at state land judging
- FBLA & FCCLA Commissioner's Recognition was earlier today-11/21 (Mr. Barrett attended)
- First high school contests
 - Girls/Boys Basketball - December 1st (home) vs. Nebraska Christian
 - Wrestling: Broken Bow Invite December 3rd
- Speech has begun their practices-first meet is January 7th

Superintendent
 Jason Schapmann
Elementary Principal
 Brenda Buhl
High School Principal
 Zach Barrett
Assistant Principal/AD
 David Schmit



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Business Manager
 Lori Swantek

Twin River Public Schools

Certified Resignations/Retirements

Staff Name	Position	Hire/Last Day
Janet Gabel	K-6 Special Education	May 2024 (end of the school year)
Kristan Connelly	Pre-K	Start of Second Semester
Cheryl Percival	Ag/Long Term Substitute	Start of Second Semester

Classified Resignations/Retirements

Staff Name	Position	Hire/Last Day
Jeff Morris	LAN Manager	November 18, 2022

“... providing opportunities for individuals to become lifelong learners”

Request to Graduate Early

Navy Rankin
Student Name (Print)

- Request to Graduate at End of Junior Year
- Request to Graduate as Mid-term Senior

N. Rankin
Parent/Guardian Name (Print)

Will this student have completed all graduation course requirements by this time of the requested graduation date? Yes No

Reason for Request:

Serious illness or medical condition. Please attach a letter from a physician explaining your serious illness or medical condition and the physician's written statement recommending your early graduation.

Will "age out". Please provide a copy of your birth certificate or other valid form of age and identification.

Other extraordinary circumstance. On a separate sheet, please provide a thorough explanation of the extraordinary situation that makes graduation at the conclusion of eight semesters of high school impossible or impracticable.

Mid-term senior who has completed graduation course requirements.

Navy Rankin
Signature of Student

10/27/22
Date

[Signature]
Signature of Parent/Guardian

10/27/22
Date

+++++

Principal Decision: Approve Deny

[Signature]
Signature of Principal

10/28/22
Date

Request to Graduate Early

Tessa Bennett
Student Name (Print)

- Request to Graduate at End of Junior Year
- Request to Graduate as Mid-term Senior

Katie Kohl
Parent/Guardian Name (Print)

Will this student have completed all graduation course requirements by this time of the requested graduation date? Yes No

Reason for Request:

Serious illness or medical condition. Please attach a letter from a physician explaining your serious illness or medical condition and the physician's written statement recommending your early graduation.

Will "age out". Please provide a copy of your birth certificate or other valid form of age and identification.

Other extraordinary circumstance. On a separate sheet, please provide a thorough explanation of the extraordinary situation that makes graduation at the conclusion of eight semesters of high school impossible or impracticable.

Mid-term senior who has completed graduation course requirements.

Tessa Bennett
Signature of Student

Date 11-18-22

Katie Kohl
Signature of Parent/Guardian

Date 11-18-22

+++++

Principal Decision: Approve Deny
[Signature]
Signature of Principal

11/18/22
Date

**CONTRACT AMENDMENT
22-23 Extra Duty**

THIS CONTRACT is drawn as an amendment to the TEACHER'S CONTRACT and represents an agreement between the School District of Twin River, No. 30 in the counties of Nance, Merrick, Platte and Polk, in the State of Nebraska, party of the first part, and **David Tejral**, party of the second part, hereinafter called the TEACHER.

TEACHER agrees to perform certain designated responsibilities (In addition to those called or implied in the TEACHER'S CONTRACT) during the 2022-2023 school year.

FIRST: TEACHER is employed for and agrees to perform all necessary responsibilities req for the following position:

FFA Sponsor

Negotiated agreement side agreement and amendment for the 2022-23 school year.

SECOND: Salary provision for this repsonsibility is a flat salary of \$18,000 only for the 2022-23

Contract Amendment. **\$18,000.00**

THIRD: The above-designated activity is scheduled to begin on or about Aug. 15 and end c or approximately May 23. TEACHER understands and agress the performance of responsibility in rela the activity may not correspond to the beginning and ending dates of the activity itself, but that work to performed as required.

FOURTH: All provisions of the FOURTH paragraph of the TEACHER'S CONTRACT shall pertain to th assignment under this CONTRACT AMENDMENT.

FIFTH: In the event that any salary deduction is made for days missed, but not covered by existing paid leave provisions, that deduction shall be made under the terms of this contract amendment basec upon the scheduled duration of the activity as designated in the THIRD paragraph of this contract amendment, and only during the duration that is designated herein.

SIXTH: This contract is null and void if TEACHER does not accept and deliver one signed copy of this contract to the **Business Manager** on or before **December 1, 2022**.

Executed by DISTRICT

(Date)

(District Signature)

Executed by TEACHER

(Date)

(Teacher Signature)

4029 Salary Schedule for Certificated Employees

The board of education recognizes the "salary schedule" and related provisions for compensation currently in effect resulting from negotiations between the board and the education association. This policy is intended to supplement the terms and conditions contained in the collective bargaining agreement. If there is any conflict between the terms of this policy and the collective bargaining agreement, the terms of the negotiated agreement shall control.

Horizontal Advancement. Teachers who wish to advance horizontally on the salary schedule must notify the superintendent in writing prior to June 1 of the preceding school year. The teacher must furnish the superintendent with college transcripts by September 10 for the teacher to qualify to move horizontally on the salary schedule. If an institution will not issue an official transcript by September 10, the teacher must provide the superintendent with written confirmation by September 10 from a college official attesting that the teacher has satisfactorily completed the courses.

Movement Past the BA Column. Teachers who wish to advance beyond the BA column must be accepted in a Masters Program that relates to their teaching field, **or is working towards adding an endorsement for a needed field** as determined by the superintendent. Teachers must inform the superintendent of their enrollment prior to the beginning of their class to discuss its work-related objectives.

Movement Past the MA Column. Teachers who wish to advance beyond the MA column must be enrolled in course work that relates to their teaching field, **or is working towards adding an endorsement for a needed field** as determined by the superintendent. Teachers must inform the superintendent of their enrollment prior to the beginning of their class to discuss its work-related objectives.

Superintendent's Review. The superintendent shall review all requests for advancement on the salary schedule resulting from a teacher's acquiring additional teaching experience or for completion of college courses, and shall report all changes to the board of education annually.

Vertical Advancement. A teacher may advance only one step vertically on the schedule in any year.

Adopted on: _____

Revised on: _____

Reviewed on: _____

Activity Cooperative

The following general guidelines shall be approved, established and observed within cooperative sports at Twin River Public Schools.

Schools that request to enter into a cooperative agreement for activities shall fill out the required paperwork through the NSAA and agree to the Board approved regulation in writing to the school board prior to the NSAA approved dates.

Cooperative Agreement Guidelines

Students from other schools who have been approved to co-op with Twin River Public Schools must comply with requirements that are requested of other students participating including, but limited to:

1. Passing of physical examinations and insurance requirements.
2. Students who participate in the cooperative, who are not residents of the Twin River Public Schools boundaries, will be required to pay a \$150 participation fee. Each additional activity a student participates in will require an additional \$150 fee.
3. Fees will be payable to the school in which the student is enrolled and Twin River Public Schools will invoice the school where such student is enrolled for participation.
4. Students who choose to play a cooperative activity through Twin River Public Schools must understand the activity code of conduct for Twin River Public Schools. All students will be held to the same standard and consequences through the Twin River Student Handbook.
5. There will be no restrictions for student participation placed upon any cooperative agreement. All students will be allowed to participate on an equal basis.

Cooperative Review and Status

The superintendent, including the high school principal and activities director will review the status of the Cooperative Agreement with the Board of Education and participating schools' superintendents or his/her designee on a 2-year basis.

3040 School Safety and Security

In order to fulfill its obligation to provide a safe and secure learning environment, the Board of Education has adopted this School Safety and Security Policy. Although the district will take reasonable steps to protect students and staff, no entity can provide complete safety and security at all times. This policy does not make the district a guarantor of the safety of students, staff or patrons.

I. General Safety and Security

a. NDE Rubric

The District will meet at least the minimum requirement for each school safety and security standard indicator adopted by the Nebraska Department of Education.

b. School Hours

- i. During a crisis situation, the administration will maintain established school hours and proceed with all co-curricular activities as scheduled whenever possible.
- ii. If, during a crisis situation, the parent(s) or guardian of a student decide that the student needs to be absent, this absence will be excused.

c. Access to School Facilities

- i. The school's facilities may not be used for funeral or memorial services during the school day.
- ii. This policy does not discourage the presentation of traditional American Legion memorial services which promote patriotism.

d. Memorials

Option 1:

- i. Memorials often create a visual reminder of a particular crisis that may reintroduce feelings of grief

for students. Therefore, memorials may not be displayed anywhere on school premises.

- ii. This policy is not intended to discourage the acceptance of memorial funds or specific items.

Option 2:

- i. Memorials often create a visual reminder of a particular crisis that may reintroduce feelings of grief for students. Therefore, memorials are generally not allowed anywhere on school premises.
- ii. Individuals who wish to seek a waiver of the general prohibition against memorials must follow the steps outlined below:
 - a. The individual must first meet with the Superintendent or his/her designee to discuss the request for a memorial.
 - b. If the Superintendent determines that additional review is appropriate, he/she will refer the request for consideration by the crisis team.
 - c. The crisis team will consider:
 - i. The current research regarding the potential psychological harm that could be caused by a memorial;
 - ii. The potential disruption to the school's learning environment;
 - iii. The cost to the district of erecting and/or maintaining a memorial;
 - iv. Whether prior tragedies have been commemorated by a memorial;

- v. The potential for future tragedies which could necessitate a similar memorial; and
 - vi. Any other factor which the crisis team deems relevant to its recommendation.
- d. After consideration of the factors outlined above, the crisis team will make a recommendation as to whether the prohibition against memorials should be waived.
- e. The Superintendent will communicate the crisis team's recommendation to the individual requesting the memorial.
- f. If the crisis team recommends waiver of the prohibition against memorials, the individual who made the initial request must inform the Superintendent if he/she wishes to ask the board to approve the memorial.
- g. Memorials may only be approved by the board and only after completion of the process outlined in this policy.
- iii. This policy is not intended to discourage the acceptance of memorial funds or specific items.

II. Superintendent's Duties Related to Safety and Security

a. Appointment of Crisis Team

The Superintendent shall appoint members to serve on the school district's crisis team. The superintendent may, but is not required, to include representatives from the following groups on the crisis team:

- Administrators
- Teachers
- Health/mental health
- Facilities staff
- Transportation staff

- Food service staff member
- Information technology staff
- Students
- Parents
- Staff member with expertise on the needs of students with disabilities
- Organizations that serve the disabled
- Organizations that serve the needs of minority populations (ELL, race, etc.)
- Representatives from local early responders (law enforcement, fire and rescue personnel, railroad, factories, etc.)

b. Compliance with Fire and Safety Codes

The Superintendent will ensure that the school district meets all current fire and life safety codes or is in the process of coming into compliance.

c. Annual Safety Audits

The Superintendent will arrange for the performance of an annual safety audits using an external consultants utilizing the standardized audit protocol adopted by the Nebraska Department of Education.

d. Mutual Aid Agreements

The Superintendent will enter into mutual aid agreements to address the academic, physical, operational, psychological, and emotional recovery areas when possible with appropriate local entities.

III. Building Principals’ Duties Related to Safety and Security

a. Positive and Safe Learning Environment

Each building principal shall implement a school-wide behavior process to create a positive and safe learning environment.

Each building principal shall conduct training on and require enforcement of the district's anti-bullying and dating violence policies.

Each building principal shall ensure that staff complete the required suicide prevention training as required by board policy.

Each building principal shall require staff to engage in active supervision of students at all times

b. Visitor Protocol.

Each building principal shall adopt a protocol for visitors to his/her school building to sign in upon arrival and departure and to be identified as a visitor while they are in the building during the school day. The protocol must also address visitors in specialized areas of the school such as playgrounds, gyms, cafeterias and the like.

This protocol may be written or unwritten but must be clearly communicated to and enforced by all staff.

The building principal will report individuals who repeatedly violate the visitor protocol to the superintendent for possible exclusion from school facilities pursuant to board policy.

c. Emergency Drills

Each building principal must ensure that the following drills are conducted in his/her building:

- i. Fire drills (evacuation): One fire drill conducted monthly with one additional drill being conducted during the first 30 days of school.
- ii. Tornado drills (shelter): One drill during the first two weeks of school and the second drill during the month of March.
- iii. Bus evacuation drills: Two drills during the school year involving all students and appropriate staff. Recommended that one drill occur during the first month of school.

Each building principal must also conduct any non-required drills recommended by crisis team.

Each building principal shall conduct a performance review of each of the drills conducted pursuant to this policy. This review does not have to be in writing.

Adopted on: _____

Revised on: _____

Reviewed on: _____