

Madison Board of Education, Madison District #1

Board of Education Special Meeting
Thursday, March 30, 2017 7:00 PM
Middle School/High School Commons
700 South Kent St.
Madison, NE 68748-0450

The sequence of items on the agenda is provided as a courtesy. The board reserves the right to consider items in any sequence deemed appropriate. Therefore, visitors are encouraged to attend the meeting from the beginning.

1. Call the Meeting to Order
 - 1.1. Roll Call
 - 1.2. Excuse absent Board Members
 - 1.3. Pledge of Allegiance
 - 1.4. Open Meetings Act
 - 1.5. Madison Public Schools Mission Statement
2. Consent Agenda
3. Public Forum
4. Action Items
 - 4.1. Discuss, consider, and take all necessary action to approve resignations.
 - 4.2. Discuss, consider, and take all necessary action on a Reduction in Force Resolution to reduce MS/HS staffing by 1.0 FTE for the 2017-2018 school year.
5. Adjournment

The board reserves the right to enter executive session if it deems it necessary to prevent needless injury to a staff member's reputation or for the protection of the public interest.

March 15, 2017

Madison Public School

405 E 8th Street

Madison, NE 68748

Dear Mr. Alan Ehlers,

Please accept my resignation as second grade teacher at Madison Elementary School. My journey at Madison started in 1994, following several years as a substitute teacher. The 2016-2017 school year will conclude a very rewarding chapter in my life. As I move on to new endeavors, I am thankful for the experiences and skills I have gained while working at MES.

My students have given me the greatest pleasure. There is so much we've accomplished and learned. I've always told them that my job is to get them third-grade ready, and it's their responsibility to work for it. I am thankful for the parental help I received to do this and the friendships I've made in the process. Finally, I appreciate the supportive staff I've worked with during my tenure here. It has been a pleasure to serve the district.

I wish all of you the best.

GO DRAGONS!

Sincerely,

Monette Osten

Monette Osten

3/29/17

Madison Public Schools
700 South Kent
Madison, NE 68748

Mr. Ehlers,

With a heavy heart, I am writing this letter to inform you that I am resigning from the position as Physical Education teacher at Madison High/Middle School. I am really going to miss the staff, the student relationships and my time spent in Madison.

I am grateful for the opportunity that was given to me to teach and share my knowledge with the students at Madison. During the last two years at this school, I have grown professionally and my experiences here will serve me well in my future endeavors. I hope that my work here at Madison made a difference in the education and experiences of the students I served. I want to say thank you for believing in me, working with me and always supporting me.

Sincerely,

Faron Klingelhoef

Alan Ehlers
700 S Kent St
Madison, NE 68745
402.454.3336
aehlers@esu8.org

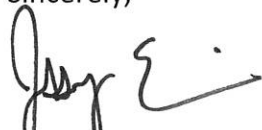
Dear Mr. Ehlers,

Please accept this letter as my official resignation from my position as Agriculture Teacher with Madison Public Schools. My final day of employment will be the last day of my contract. After much contemplation, I have made the decision to focus my attention on myself and starting my own business.

I have thoroughly enjoyed my time here and am honored to have had the chance to touch the lives of so many students. It has been as much a pleasure to learn from them as it has been to teach them. Thank you so very much for the opportunity.

I will work hard in my final days of employment to complete any and all duties assigned to me. I am happy to assist in make the transition as seamless as I can. Please let me know if you need any additional information and do not hesitate to reach out with any questions.

Sincerely,



Jessy Eggerling

Recent History of General Fund Budget growth

2011-2012	\$7,956,524		
2012-2013	\$8,300,348	+\$343,824	4.32%
2013-2014	\$8,000,000	-\$300,000	-3.61%
2014-2015	\$8,300,000	+\$300,000	3.75%
2015-2016	\$8,550,000	+\$250,000	3.01%
2016-2017	\$8,750,000	+\$200,000	2.33%
<u>2017-2018</u>	<u>\$8,970,000</u>	<u>+\$220,000</u>	<u>2.51%</u>
<u>2017-2018</u>	<u>\$8,888,000</u>	<u>+\$130,000</u>	<u>1.48%</u>

2017-2018 Budget increases

TEACHERS

ESTIMATED COST OF A **\$34,200** OFFER WITH **\$900.00** INSURANCE

BASE	\$45,152
INSURANCE	\$85,973
PROJECTED MOVEMENT	\$23,464
EXTRA DUTY	\$15,000
 ESTIMATE	 \$169,589
	 \$169,589

STAFFING UPDATES

Elem. Retirement #1	\$50,000	Use current Elem. Staff to fill position
Elem. Retirement #2		Rehire on a one year contract
AG Education		Attempt to Rehire

Estimated cost increase \$119,589

ESTIMATED COST OF ADMINISTRATIVE STAFF

2017-18

Superintendent	\$138,000	\$140,000 = \$2,000
Elementary Principal	83,500	\$86,005 = \$2,505
\$2,500.00 live in the district Stipend		=\$2,500
Secondary Principal	\$103,251	\$105,832 = \$2,581

MS Principal	\$ 60,000	\$68,000	=\$8,000
AD -Most likely will be teacher/Admin contract			=\$15,000 (Estimate)
Insurance increase/Change			=\$8,657
Sub Total			=\$41,243

ESTIMATED COST OF CLASSIFIED STAFF
 \$25,000 - \$30,000

Additional MS SIG non-staffing budget Expenses \$80,0000

ESTIMATED TOTAL \$270,832

Under the 1.5% budget cap the most we can raise our budget for the 2017-2018 school year is **\$224,206.00** So based on this estimate we would still need to cut spending by \$46,626 to not negatively impact our budget. With the Reduction of 1.0 FTE you would be able to match or be less than \$200,000 General fund increase from last year which might be a good idea with the current feelings toward public education and taxes. For example, if you would only increase the General Fund Budget by \$200,000 that would be around a 2.5 cent increase on the levy based on the current valuation.

REDUCTION IN FORCE RESOLUTION

WHEREAS, there have been changes in circumstances in the form of statutory levy and budget limitations, decreased state aid, increased costs of supplies and personnel, decreased enrollment, and other changes; and

WHEREAS, the board of education is committed to providing the students and patrons of the Madison Public School District with an educational program that is of high quality and efficient; and

WHEREAS, the board of education believes that the school district may provide education programs in the high school on a reduced basis:

NOW, THEREFORE, BE IT RESOLVED that, beginning with the 2017-18 school year, the middle School/high school staff be reduced by 1.0 full-time equivalent (FTE) percentage set out below; that the staff be reduced by the full-time equivalent percent listed below; that the superintendent of schools determine the most appropriate staffing area within the high school staff to be reduced, make necessary assignments and reassignments; and that the superintendent notify the person or persons affected by the reductions:

After the above resolution was read, board member _____ moved for its passage. Member _____ seconded the motion. After discussion and on roll call vote, the following board members voted in favor of the motion: _____.

The following board members voted against the motion: _____.

The following board members did not vote: _____.

A majority of a quorum of the board having consented to the resolution, the president declared it adopted. Dated this ____ day of March, 2017.

BY: _____
President, Board of Education

ATTEST: _____
Secretary, Board of Education

4037 Reduction In Force

The board of education may determine that a reduction in force of certificated staff members is appropriate due to declining enrollment in a grade or grades, changes in financial support, changes in curricular programs, a decline in the taxable value of property located within the school district, increased costs of operating the school district, or another change or changes in circumstances. If the board, in its sole discretion, determines that a reduction of certificated staff is necessary, the superintendent shall notify those employees whose contracts may be reduced. However, the employment of a permanent employee may not be terminated through a reduction in force while a probationary employee is retained to render a service that the permanent employee is qualified to perform by reason of certification and endorsement, or when certification is not applicable, by reason of college credits in the teaching area.

1. **Definition of Reduction in Force.** A reduction in force shall consist of a reduction of one or more positions or a reduction in the percentage of employment of one or more certificated staff members, even if the number or percentage of employment of the certificated staff overall may be increased by other hiring's or increases in the percentage of employment of other employees. Reduction in force may result in the termination of employment or an amendment to an employee's contract reducing the extent of the employee's employment.
2. **Restriction of Right to Administrative Position.** Due to the confidential and unique personal working relationship necessary between the administration and the board of education, a certificated employee who is not currently serving in a predominantly administrative capacity shall have no rights under this policy to any administrative position within the school system.
3. **Criteria for Reduction in Force.** The criteria set forth below shall be considered in selecting the personnel to be reduced. The criteria are not listed in any order of priority, and shall be given the weight that the board considers appropriate.
 - a. Programs to be offered;
 - b. Areas of endorsement that are of present or future value to the district. This criterion shall be based upon the

endorsement(s) shown on each teacher's Nebraska Teaching Certificate;

- c. State and federal laws or regulations that may mandate certain employment practices;
- d. Involvement in the programs and activities sponsored by the school district;
- e. Special or advanced training consisting of college credit or other training that would be of present or future value to the district;
- f. The organizational and educational effect caused by multiple part-time certificated employees;
- g. Formal and informal evaluation of staff performance by supervising administrators and if evaluations will be used as a criterion for a given reduction-in-force, the evaluation procedures shall be those adopted by board policy in effect at the time of the reduction and the evaluation forms shall be those on file with the Nebraska Department of Education for the district;
- h. Any other reasons that are rationally related to the instruction in or administration of the school district.

4. **Consideration of Uninterrupted Service.** If, after consideration of the criteria listed above, it is the opinion of the superintendent that there is no significant difference between or among certificated employees being considered for reduction, the employee(s) with the longest uninterrupted service to the district shall be retained.

- a. Uninterrupted length of service is defined as the number of continuous full-time equivalent years of employment in the district as a teacher.
- b. A full-time equivalent year is defined as employment on a full-time basis for an entire school year.
- c. Less than full-time employment reduces the teacher's full-time equivalent employment for a school year. For example, a teacher employed on a half-time basis would be credited with half a year full-time equivalent employment.
- d. A break in service will terminate a teacher's seniority and length of service under this provision. That period of time when a teacher is on a leave of absence shall not constitute a break in service; however, any years of

absences or fractions of years of leave of absence will not count as years of employment for the purposes of determining the length of a teacher's uninterrupted service.

5. **Rights of Recall.**

- a. Any certificated employee whose contract has been terminated shall be considered to have been dismissed with honor and shall, upon request, be provided a letter to that effect.
- b. Such employee shall have preferred rights to re-employment for a period of 24 months commencing at the end of the contract year, and the employee shall be recalled on the basis of length of service to the district to any position that he or she is qualified to teach by endorsement or college preparation.
- c. Upon re-employment, a recalled employee shall be placed on the salary schedule and provided fringe benefits based on existing district policies and the current negotiated agreement. Any year of years of absence from employment shall not be considered as a year or years of employment by the district.
- d. An employee under contract to another education institution may waive recall, but such waiver shall not deprive the employee of his or her right to subsequent recall.

6. **Current Teaching Certificate.**

- a. Upon initial employment with the district, each certificated employee shall file a copy of his or her teaching certificate, including endorsements with the superintendent of schools.
- b. The employee shall be responsible for filing any changes in certification or endorsements with the superintendent.

7. **Address Records.**

- a. A certificated employee whose employment contract has been terminated because of a reduction in force shall, during the period which he or she is eligible for recall, be responsible for reporting any change of address to the superintendent of schools.
- b. If there is a vacancy to which a former employee has a right of recall, the district may communicate an offer of re-employment by telephone, by e-mail, or by United States

mail sent to the former employee's last known address. If the school district does not receive written acceptance of the offer within seven days, the former employee shall be deemed to have waived his or her rights to be recalled to the employment position.

Adopted on: 1/11/16

Revised on: _____

Reviewed on: _____