

Board of Education Special Meeting
Monday, April 22, 2019 7:00 PM
District Office
508 Jefferson Ave.
Morrill, NE 69358

I. I. CALL TO ORDER FOR SPECIAL MEETING

1. Pledge to the Flag
2. Roll call
3. Notification of Open Meetings Law Posting
4. Recognition of Recording

II. CONSIDER AGENDA

1. Approval of Agenda for April 22, 2019

III. OLD BUSINESS

1. Consider approval of contracts for 2019-20 staff positions
2. Consider/possibly approve modified agreement for School Resource Officer
 - a. Generate a tolerable threshold of expenditure for SRO wages
3. Consider proposed calendar for 2019-2020

IV. STRATEGIC PLANNING RETREAT

1. Consider goals related to Academic Improvement and other topics related to the World Café event

V. ADJOURNMENT

"Morrill Public School District is committed to empowering students to become confident, knowledgeable, productive and responsible citizens of a diverse, ever-changing world."

2019 Board of Education: Jim Hessler (President), David Sherrod (Vice President), Bill Watson (Treasurer), Art Steiner (Secretary), Dick Burford (Member), Lisa Kaufman (Member), Andrew Avila (StuCo President)

BOARD OF EDUCATION – SPECIAL MEETING

District Office - 508 Jefferson Ave

April 22, 2019 @ 7:00 p.m.

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VII. STRATEGIC PLANNING RETREAT

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VIII. ADJOURNMENT

Except for an emergency, this agenda shall not be altered later than twenty-four hours before scheduled commencement of the meeting. The Board will attempt to adhere to the sequence of the published agenda, but reserves the right to adjust the order of items if necessary and may elect to take action on any of the items listed. The agenda is kept continuously current and can be viewed in the district office.

Executive Session {84-1410}: These are the reasons for an executive session: strategy sessions for collective bargaining, real estate purchases, pending litigation, deployment of security personnel or devices, investigative proceedings regarding allegations of criminal misconduct and evaluation of the job performance of a personnel when necessary to prevent needless injury to the reputation of a person and if such person has not requested a public body. The motion must state the specific reason listed above and include the phrase "and will be limited to the discussion of _____."

TEACHER'S CONTRACT

THIS CONTRACT is made by and between the **Board of Education of Scotts Bluff County School District 79-0011, a.k.a Morrill Public Schools** ("District") and **Alexa Winkler (Teacher)**.

WITNESSETH: That the Board of Education hereby agrees to employ the Teacher as follows:

- School Year begins on or about **August 9, 2019** and ends on or about **May 19, 2020**, subject to Board modification;
- Days of service: **186** including at least **175** teaching days, subject to terms of the negotiated agreement; • Full time Equivalency (FTE) of 1.0;
- Teacher's salary schedule placement: **BA+ 0 Step 1 (34,050.00)**, subject to final terms of the negotiated agreement for the applicable contract year between the Board and the bargaining unit representing the certificated employees of the District. The teacher's salary schedule placement and other terms of employment may be set forth on the Annual Supplemental Renewal form to be executed subsequent to this Teacher's Contract. Written verification of additional graduate hours must be given to the Superintendent on or before the **22nd day of May** in the year this Contract is signed in order to be considered for salary movement;
- Other terms:

FIRST: Salary. The salary of the teacher shall be payable in **twelve (12) equal installments**. The first installment shall be payable on the **20th day of September**, and remaining installments shall be payable on the **20th day of each month thereafter**. Terms and conditions set forth in this agreement shall be subject to such wages and conditions of employment as may be mutually agreed upon by and between the Board and teachers or a duly recognized collective bargaining agent for said teachers, and said agreement, when reduced to writing, and executed by the parties, shall be deemed to be included herein by reference and shall become a part hereof. This contract shall conform to the regulations governing deductions with reference to Withholding Tax, Social Security, Medicare, and Teacher's Retirement. Other deductions may be withheld as agreed to by the parties to this contract. Upon termination of this contract by the Board or the Teacher, the compensation shall be an amount which bears the same ratio to the early salary herein specified as the number of days of service to the date of such termination bears to the number of days of service in the applicable contract year. Any unearned fractional portion of an installment paid, but not earned prior to termination of the contract, shall be refunded by the Teacher.

SECOND: Duties. The Teacher hereby agrees to be governed by the policies of the Board of Education of the District. The duties to be performed by the Teacher shall be subject to assignment by the Superintendent or the Board. Days of service may be adjusted from year to year by the Board. The Teacher further agrees to devote full time during days of school to the Teacher's position and in all respects to diligently and faithfully perform the assigned duties to the best of the Teacher's professional ability. Regular dependable attendance is an essential function of the Teacher's position.

THIRD: Extra-Duty Assignments. In addition to the normal duties traditionally required of certificate employees, the Teacher may be assigned "extra duty" assignments by the District. Such assignment shall be upon such terms and conditions and at such additional rate of compensation as the Teacher and the District may agree upon; provided that the Teacher shall not unreasonably refuse to accept such assignments. Duty assignments which do not require a teaching or administrative certificate are on an at-will basis, shall be subject to removal without cause and shall not be subject to continuation or renewal as part of this Teacher's Contract.

FOURTH: Contract Termination. The contract may be cancelled or terminated subject to required procedures in the event the Teacher violates any of the provisions of this agreement, or performs any act or does anything which is materially harmful to the employer, or which substantially inhibits the Teacher's ability to discharge the duties as set forth herein, including, but not limited to (1) becoming legally disqualified to teach in the State of Nebraska; (2) participation in any fraud; (3) causing any intentional damage to property; (4) engaging in any unlawful act; (5) just cause, including: (a) incompetency, which includes, but is not limited to, demonstrated deficiencies or shortcomings in knowledge of subject matter or teaching or administrative skills; (b) neglect of duty; (c) unprofessional conduct; (d) insubordination; (e) immorality; (f) physical or mental incapacity; (g) failure to give evidence of professional growth as required by law; or (h) other conduct which interferes substantially with the continued performance of duties. Non-renewal, suspension or other disciplinary action may be enforced in accordance with applicable law.

FIFTH: Legal Requirements. The Teacher affirms that: (1) the Teacher holds or will hold a valid and appropriate certificate to act as a certificated employee in the State of Nebraska to perform the assigned duties throughout the term of this Contract and any extension of this Contract; (2) the required certificate to perform the assigned duties shall be registered as required by law; it being understood and agreed that this contract is not valid until the required certificate is registered in accordance with law and that the Teacher shall not be compensated for any services performed prior to the date of registration of this certificate; (3) the Teacher is not under contract with another Board of Education within the State of Nebraska covering any part of or all of the same time of performance as provided for in this Contract; and (4) there shall be no penalty for release or resignation by the Teacher from this Contract; provided no resignation shall become effective until expiration of the remaining term of the Contract unless the Board fixes an earlier effective date. It is understood that this Contract is also subject to provisions of the School Teachers Retirement Act.

SIXTH: Renewal. Hereafter, this contract may be continued by a separate, annual written "Renewal Agreement" which shall incorporate all the provisions hereof by reference except as stated on such Renewal Agreement. Renewal Agreements must be executed by the Teacher and delivered to the Superintendent of Schools or the Secretary of the Board of Education of the District within fifteen calendar days of receipt thereof from the District. Said Renewal agreement shall not be required to be signed by the Teacher prior to March 15. Failure to return the Renewal Agreement or an intent card shall constitute grounds for termination.

The failure to return a signed copy of this contract to the Business Office or the Superintendent of the District on or before **4 p.m. on April 18, 2019** may constitute a rejection by the Teacher of the offer of employment.

Executed

4/17

2019.



Teacher Signature

Executed

2019.

President of Board of Education

Attest:

2019.

Secretary of Board of Education

TEACHER'S CONTRACT

THIS CONTRACT is made by and between the **Board of Education of Scotts Bluff County School District 79-0011**, a.k.a **Morrill Public Schools** ("District") and **Jessica Martin (Teacher)**.

WITNESSETH: That the Board of Education hereby agrees to employ the Teacher as follows:

- School Year begins on or about **August 9, 2019** and ends on or about **May 19, 2020**, subject to Board modification;
- Days of service: **186** including at least **175** teaching days, subject to terms of the negotiated agreement; • Full time Equivalency (FTE) of 1.0;
- Teacher's salary schedule placement: **MA+ 18 Step 11 (60,098.25)**, subject to final terms of the negotiated agreement for the applicable contract year between the Board and the bargaining unit representing the certificated employees of the District. The teacher's salary schedule placement and other terms of employment may be set forth on the Annual Supplemental Renewal form to be executed subsequent to this Teacher's Contract. Written verification of additional graduate hours must be given to the Superintendent on or before the **22nd day of May** in the year this Contract is signed in order to be considered for salary movement;
- Other terms: **10 day extended contract**

FIRST: Salary. The salary of the teacher shall be payable in **twelve (12) equal installments**. The first installment shall be payable on the **20th day of September**, and remaining installments shall be payable on the **20th day of each month thereafter**. Terms and conditions set forth in this agreement shall be subject to such wages and conditions of employment as may be mutually agreed upon by and between the Board and teachers or a duly recognized collective bargaining agent for said teachers, and said agreement, when reduced to writing, and executed by the parties, shall be deemed to be included herein by reference and shall become a part hereof. This contract shall conform to the regulations governing deductions with reference to Withholding Tax, Social Security, Medicare, and Teacher's Retirement. Other deductions may be withheld as agreed to by the parties to this contract. Upon termination of this contract by the Board or the Teacher, the compensation shall be an amount which bears the same ratio to the early salary herein specified as the number of days of service to the date of such termination bears to the number of days of service in the applicable contract year. Any unearned fractional portion of an installment paid, but not earned prior to termination of the contract, shall be refunded by the Teacher.

SECOND: Duties. The Teacher hereby agrees to be governed by the policies of the Board of Education of the District. The duties to be performed by the Teacher shall be subject to assignment by the Superintendent or the Board. Days of service may be adjusted from year to year by the Board. The Teacher further agrees to devote full time during days of school to the Teacher's position and in all respects to diligently and faithfully perform the assigned duties to the best of the Teacher's professional ability. Regular dependable attendance is an essential function of the Teacher's position.

THIRD: Extra-Duty Assignments. In addition to the normal duties traditionally required of certificate employees, the Teacher may be assigned "extra duty" assignments by the District. Such assignment shall be upon such terms and conditions and at such additional rate of compensation as the Teacher and the District may agree upon; provided that the Teacher shall not unreasonably refuse to accept such assignments. Duty assignments which do not require a teaching or administrative certificate are on an at-will basis, shall be subject to removal without cause and shall not be subject to continuation or renewal as part of this Teacher's Contract.

FOURTH: Contract Termination. The contract may be cancelled or terminated subject to required procedures in the event the Teacher violates any of the provisions of this agreement, or performs any act or does anything which is materially harmful to the employer, or which substantially inhibits the Teacher's ability to discharge the duties as set forth herein, including, but not limited to (1) becoming legally disqualified to teach in the State of Nebraska; (2) participation in any fraud; (3) causing any intentional damage to property; (4) engaging in any unlawful act; (5) just cause, including: (a) incompetency, which includes, but is not limited to, demonstrated deficiencies or shortcomings in knowledge of subject matter or teaching or administrative skills; (b) neglect of duty; (c) unprofessional conduct; (d) insubordination; (e) immorality; (f) physical or mental incapacity; (g) failure to give evidence of professional growth as required by law; or (h) other conduct which interferes substantially with the continued performance of duties. Non-renewal, suspension or other disciplinary action may be enforced in accordance with applicable law.

FIFTH: Legal Requirements. The Teacher affirms that: (1) the Teacher holds or will hold a valid and appropriate certificate to act as a certificated employee in the State of Nebraska to perform the assigned duties throughout the term of this Contract and any extension of this Contract; (2) the required certificate to perform the assigned duties shall be registered as required by law; it being understood and agreed that this contract is not valid until the required certificate is registered in accordance with law and that the Teacher shall not be compensated for any services performed prior to the date of registration of this certificate; (3) the Teacher is not under contract with another Board of Education within the State of Nebraska covering any part of or all of the same time of performance as provided for in this Contract; and (4) there shall be no penalty for release or resignation by the Teacher from this Contract; provided no resignation shall become effective until expiration of the remaining term of the Contract unless the Board fixes an earlier effective date. It is understood that this Contract is also subject to provisions of the School Teachers Retirement Act.

SIXTH: Renewal. Hereafter, this contract may be continued by a separate, annual written "Renewal Agreement" which shall incorporate all the provisions hereof by reference except as stated on such Renewal Agreement. Renewal Agreements must be executed by the Teacher and delivered to the Superintendent of Schools or the Secretary of the Board of Education of the District within fifteen calendar days of receipt thereof from the District. Said Renewal agreement shall not be required to be signed by the Teacher prior to March 15. Failure to return the Renewal Agreement or an intent card shall constitute grounds for termination.

The failure to return a signed copy of this contract to the Business Office or the Superintendent of the District on or before **4 p.m. on April 18, 2019** may constitute a rejection by the Teacher of the offer of employment.

Executed _____ 2019. _____
Teacher Signature

Executed _____ 2019. _____
President of Board of Education

Attest: _____ 2019. _____
Secretary of Board of Education

TEACHER'S CONTRACT

THIS CONTRACT is made by and between the Board of Education of Scotts Bluff County School District 79-0011, a.k.a Morrill Public Schools ("District") and Walker Britsch (Teacher).

WITNESSETH: That the Board of Education hereby agrees to employ the Teacher as follows:

- School Year begins on or about August 9, 2019 and ends on or about May 19, 2020, subject to Board modification;
- Days of service: 186 including at least 175 teaching days, subject to terms of the negotiated agreement; • Full time Equivalency (FTE) of 1.0;
- Teacher's salary schedule placement: BA+ 0, Step 1 (34,050.00), subject to final terms of the negotiated agreement for the applicable contract year between the Board and the bargaining unit representing the certificated employees of the District. The teacher's salary schedule placement and other terms of employment may be set forth on the Annual Supplemental Renewal form to be executed subsequent to this Teacher's Contract. Written verification of additional graduate hours must be given to the Superintendent on or before the 22nd day of May in the year this Contract is signed in order to be considered for salary movement;

• Other terms:

FIRST: Salary. The salary of the teacher shall be payable in twelve (12) equal installments. The first installment shall be payable on the 20th day of September, and remaining installments shall be payable on the 20th day of each month thereafter. Terms and conditions set forth in this agreement shall be subject to such wages and conditions of employment as may be mutually agreed upon by and between the Board and teachers or a duly recognized collective bargaining agent for said teachers, and said agreement, when reduced to writing, and executed by the parties, shall be deemed to be included herein by reference and shall become a part hereof. This contract shall conform to the regulations governing deductions with reference to Withholding Tax, Social Security, Medicare, and Teacher's Retirement. Other deductions may be withheld as agreed to by the parties to this contract. Upon termination of this contract by the Board or the Teacher, the compensation shall be an amount which bears the same ratio to the early salary herein specified as the number of days of service to the date of such termination bears to the number of days of service in the applicable contract year. Any unearned fractional portion of an installment paid, but not earned prior to termination of the contract, shall be refunded by the Teacher.

SECOND: Duties. The Teacher hereby agrees to be governed by the policies of the Board of Education of the District. The duties to be performed by the Teacher shall be subject to assignment by the Superintendent or the Board. Days of service may be adjusted from year to year by the Board. The Teacher further agrees to devote full time during days of school to the Teacher's position and in all respects to diligently and faithfully perform the assigned duties to the best of the Teacher's professional ability. Regular dependable attendance is an essential function of the Teacher's position.

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The failure to return a signed copy of this contract to the Business Office or the Superintendent of the District on or before 4 p.m. on April 22, 2019 may constitute a rejection by the Teacher of the offer of employment.

Executed

4/20

2019.

Walker Britsch

Teacher Signature

Executed

2019.

President of Board of Education

Attest:

2019.

Secretary of Board of Education

Morrill Public Schools

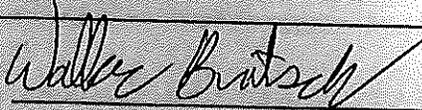
Certified Staff
Salary Confirmation
FY2019-2020 School Year

Employee Name: Walker Britsch

This document serves as a confirmation of the salary amount(s) that will be paid to you for the 2019-2020 school year as agreed to in the Negotiated Agreement, Teacher Agreement, Renewal Agreement, Addendums, and/or Extracurricular Employment Agreements:

Placement of the salary schedule for 2019-2020 school year is:		<u>BA + 0, Step 1</u>
indicating a base salary of	\$ 34,050.00	
your salary structure index is:	<u>1.000</u>	for a salary totaling: <u>\$34,050.00</u>
plus \$10,500 fringe benefit salary times your	<u>1.0</u> FTE:	<u>\$10,500.00</u>
TOTAL TEACHING SALARY		\$ 47,781.10
* The Extra Duty Schedule will be calculated as a percentage of the base salary of the previous year.		
<u>Extra-Duty</u>		
_____	years at _____	of base _____
_____	years at _____	of base _____
_____	years at _____	of base _____
_____	years at _____	of base _____
_____	years at _____	of base _____
TOTAL GROSS PER REGULAR PAY PERIOD WILL BE:		<u>\$ 47,781.10</u>
MONTHLY AMOUNT WILL BE:		<u>\$ 3,981.76</u>

I confirm/agree that the amounts shown above are accurate according to the Negotiated Agreement:


 Signature _____ Date 4/20/19

Morrill Public Schools

**Certified Staff
Salary Confirmation
FY2019-2020 School Year**

Employee Name: **Jessica Martin**

This document serves as a confirmation of the salary amount(s) that will be paid to you for the 2019-2020 school year as agreed to in the Negotiated Agreement, Teacher Agreement, Renewal Agreement, Addendums, and/or Extracurricular Employment Agreements:

Placement of the salary schedule for 2019-2020 school year is:		MA +18, Step 11
indicating a base salary of	\$ 34,050.00	
your salary structure index is:	1.7650	for a salary totaling: \$60,098.25
plus extended contract 10 days	323.11	Total Contract Days 196 \$3,231.10
plus \$10,500 fringe benefit salary times your	1.0	FTE: \$10,500.00
TOTAL TEACHING SALARY		\$ 73,829.35
 <u>Extra-Duty</u>		
_____	years at _____	of base _____
_____	years at _____	of base _____
_____	years at _____	of base _____
_____	years at _____	of base _____
_____	years at _____	of base _____
TOTAL GROSS PER REGULAR PAY PERIOD WILL BE:		\$ 73,829.35
MONTHLY AMOUNT WILL BE:		\$ 6,152.45

I confirm/agree that the amounts shown above are accurate according to the Negotiated Agreement:	
_____	_____
Signature	Date

**INTERLOCAL AGREEMENT
FOR SCHOOL RESOURCE OFFICER**

This Interlocal Cooperative Agreement for School Resource Officer (AAgreement@) is made between Scotts Bluff County School District 79-0011 (also known as Morrill Public Schools), a Political Subdivision of Nebraska (the "School"), and the Village of Morrill, Nebraska, a Municipal Corporation, (the "Village").

WHEREAS, the Interlocal Cooperation Act, at Neb. Rev. Stat. ' 13-801 et. seq., provides that two or more public entities may enter into an agreement for joint or cooperative action, and this Agreement is made and entered into pursuant to the provisions of that act; and

WHEREAS, the School and Village desire to make the most efficient use of their taxing authority and other powers to enable them to cooperate with each other on the basis of mutual advantage to provide a school resource officer for the use of the Village, the School and students of the School within the jurisdictional limits of the Village Police Department.

NOW, THEREFORE, in consideration of the mutual covenants contained herein, it is agreed by the parties as follows:

1. NO SEPARATE LEGAL ENTITY. No separate legal or joint entity shall be created by this Agreement.
2. PURPOSE. The purpose of this Agreement is for the Village to assign a police officer to the School for use as a School Resource Officer ("SRO").
3. TERM. This Agreement shall be effective as of _____, 20__ and end on or about _____, 20__. This Agreement shall have a term of one year. Following the one-year term, this Agreement shall automatically renew for additional one-year terms unless written notice is provided by either the School or the Village no later than six (6) months prior to the expiration of the then current term.
4. ADMINISTRATORS. The Police Chief for the Village and the Superintendent of Schools for the School shall be designated as the administrators responsible for administering the cooperative undertaking set forth in this Agreement.
5. MANNER OF ACQUIRING, HOLDING, AND DISPOSING OF REAL AND PERSONAL PROPERTY. Nether the School nor the Village shall have the authority to acquire, hold, or dispose of real property under this Agreement. Any personal property acquired pursuant to this Agreement shall be acquired and held by the Village=s police department, unless otherwise agreed upon. The property may be disposed of by the Administrator with the agreement of both the School and the Village.
6. DUTIES AND OBLIGATIONS OF SCHOOL RESOURCE OFFICER. The duties of the Village and the School in regard to the SRO shall be as follows:
 - a. The SRO will work with the Superintendent and the Superintendent's designees to take enforcement action on acts of violence and weapons violations and will work with administrators, parents, and students to

identify and correct situations which pose a threat to the safety and security of the school campus, and will enforce all appropriate state statutes and Village ordinances. Notwithstanding the spirit and intent of cooperation, the SRO will, at all times, remain an employee of and under the direction and control of the Village and his or her immediate supervisor within the Village. While on the School property, the SRO shall comply with the School's regular rules, policies, and procedures as long as they do not conflict with the SRO's law enforcement activities. If any issues arise relating to the SRO's conduct while on School property or the SRO's performance under this Agreement, then the Superintendent shall address such issues with the Police Chief, or with the Village Chairperson in the absence of an acting Police Chief or when the SRO is the Police Chief.

- b. The SRO will act as a resource to provide guidance on law enforcement's role in society, to demonstrate concern of police for youth, create goodwill and increase understanding of law enforcement within a school and strengthen student and police relationships.
- c. The Village shall provide one (1) qualified police officer to serve as the SRO at Morrill Public Schools, possessing the experience and skills determined necessary in the discretion of the Village. The exact school assignments shall be determined by mutual agreement between the Village and the School.
- d. The Village, by and through the SRO's immediate supervisor, shall supervise the work of the SRO, and the Village shall provide the transportation and police equipment necessary to accomplish all assignments.
- e. The School shall provide suitable and secure office space, access to a computer with internet connection, and clerical support for the SRO as desired by the School.
- f. To the extent possible, the SRO shall be made available to the School for the duration of the normal school instructional year, and upon agreement, for special events of the School.
- g. In the case of a police emergency, the Village may call the SRO away from his/her duties at the School for the duration of such emergency.
- h. To the extent reasonably possible, mandatory police department training and police department coverage for the SRO will be conducted at times that do not conflict with normal school schedules. When training or other coverage schedules conflict with school schedules, the SRO may be absent from his/her duties at the school for the duration of the time. Such absences shall not be deemed a breach of this Agreement on the part of the Village, nor shall such absences relieve the School of any of its obligations under this Agreement.

7. FINANCING AND BUDGETING.

- a. The Village agrees to hire, train, and employ the SRO as a regular full-time police officer of the Village, providing full-time benefits in accordance with the employment practices and policies of the Village.
- b. For duties as an SRO for the School, the School agrees to provide \$ _____ annually to the Village, as compensation for the duties and services provided by the SRO. The amount paid by the School shall be allocated into twelve equal installment and shall be payable monthly on or before the ____ of each month.
- c. Absent an agreement between the parties or a specific request of the School, the Village shall provide the SRO all equipment and material necessary to perform his or her duties, in accordance with the employment practices and policies of the Village.

8. NATURE OF SCHOOL RESOURCE OFFICER EMPLOYMENT. The SRO shall be an employee at all times and for all purposes of the Village and the Village shall be directly responsible for all employee costs, except for the contribution of the School as set forth herein. The SRO shall, at all times, act under the direct supervision of the Morrill Police Department, provided that the SRO shall, when performing the duties under this Agreement, abide by all school policies when not in conflict with Village policies and directives and consult with and coordinate his/her activities and duties with the School=s administration. The SRO shall have no responsibility concerning enforcement of School Codes of Conduct or School Administrative decisions involving student misconduct.

9. AMENDMENT OF AGREEMENT. This Agreement may only be amended by the consent of the Village and School. The amendment must be in writing and signed by both parties.

10. GOVERNING LAW. This Agreement shall be construed in accordance with and governed by the laws of the State of Nebraska.

11. COUNTERPARTS. This Agreement may be executed in two or more counterparts, each of which shall be deemed an original but all of which together shall be and constitute one and the same instrument.

[SIGNATURE PAGE WILL FOLLOW]

IN WITNESS WHEREOF, we have subscribed our names this ____ day of _____, 20____.

VILLAGE OF MORRILL, NEBRASKA,
A Municipal Corporation,

SCOTTS BLUFF COUNTY SCHOOL
DISTRICT NO. 79-0011,

By _____
Chairperson

By _____
Board President

Attest:

Attest:

Village Clerk

Secretary

Police Chief

Superintendent of Schools

Morrill Public Schools



2019-2020 Calendar

2019							HOME OF THE LIONS							2020						
							August 2019													
AUGUST							7/28-8/4 County Fair							JANUARY						
S	M	T	W	Th	F	S	14 - New Staff Orientation							S	M	T	W	Th	F	S
				1	2	3	15-16- All Staff In-Service										1	2	3	4
4	5	6	7	8	9	10	19 - First Day of School (1-12)							5	6	7	8	9	10	11
11	12	13	14	15	16	17	20 - First Day of Kindergarten							12	13	14	15	16	17	18
18	19	20	21	22	23	24	21 - First Day of 3 yr & 4 yr Preschool							19	20	21	22	23	24	25
25	26	27	28	29	30	31	September 2019							26	27	28	29	30	31	
					12	10	2- Labor Day												20	19
SEPTEMBER							October 2019							FEBRUARY						
S	M	T	W	Th	F	S	3-4 Ron Clark Academy/Morrill PD							S	M	T	W	Th	F	S
							18- End of 1st Quarter (42)													1
1	2	3	4	5	6	7	25- Teacher PD/Workday-Grades Due							2	3	4	5	6	7	8
8	9	10	11	12	13	14	2 pm dismiss 29-30 P/T Conferences 3-8 pm							9	10	11	12	13	14	15
15	16	17	18	19	20	21	November 2019							16	17	18	19	20	21	22
22	23	24	25	26	27	28	1-NO School Comp Day							23	24	25	26	27	28	29
29	30				20	20	26-JH WR invite (no K-6 classes) Elem PD												20	18
OCTOBER							27-29 - Thanksgiving Break							MARCH						
S	M	T	W	Th	F	S	December 2019							S	M	T	W	Th	F	S
			1	2	3	4	20 - End of 2nd Quarter (40)							1	2	3	4	5	6	7
6	7	8	9	10	11	12	12/23-1/3 - Christmas Break							8	9	10	11	12	13	14
13	14	15	16	17	18	19	January 2020							15	16	17	18	19	20	21
20	21	22	23	24	25	26	6- Teacher PD/Workday-Grades Due							22	23	24	25	26	27	28
27	28	29	30	31			February 2020							29	30	31				
					23	20	17 No School/Presidents Day - ESU Teacher PD												22	21
NOVEMBER							2 pm dismiss 25, 27 P/T Conferences 3-8 pm							APRIL						
S	M	T	W	Th	F	S	28 - No School / Teacher Comp Day							S	M	T	W	Th	F	S
					1	2	March 2020										1	2	3	4
3	4	5	6	7	8	9	6-End 3rd Quarter-(41) No School Teeacher workday							5	6	7	8	9	10	11
10	11	12	13	14	15	16	10 - WTC Quiz Bowl (No 7-12 Classes)							12	13	14	15	16	17	18
17	18	19	20	21	22	23	25 - WTC Music (No 7-12 Classes)							19	20	21	22	23	24	25
24	25	26	27	28	29	30	April 2020							26	27	28	29	30		
					18	17	10, 13 - Easter Break												20	20
DECEMBER							May 2020							MAY						
S	M	T	W	Th	F	S	1 & 5 Home Track Meets (No 7-12 classes)							S	M	T	W	Th	F	S
							13 -Graduation Practice/Seniors Last Day & Lunch												1	2
1	2	3	4	5	6	7	16 - Graduation							3	4	5	6	7	8	9
8	9	10	11	12	13	14	21 - Last day of School 2:00 Dismissal Students (52)							10	11	12	13	14	15	16
15	16	17	18	19	20	21	22 - Teacher Work Day-Grades Due							17	18	19	20	21	22	23
22	23	24	25	26	27	28	EVERY FRIDAY 2 pm Student Dismissal							24	25	26	27	28	29	30
29	30	31					8 staff 2 pm dismissals compensating for annual duties outside schoolday							31						
					15	15	23 Fridays when students have early outs that teachers will have PD/Grade Level Meetings/Data Analysis/Staff Meetings, etc												13	15
					88	82													96	93
First/Last Days of School & End of Qtr														186 Staff Contract Days						
No School/Vacation Day														173 Preschool days 1330 hours						
P/T Conferences Day														174 Kindergarten days 1260 hours						
Work day/No School														175 1st - 11th days 1180 hours						
Professional Development														169 Senior days 1138 hours						
Special activities affecting classes																				

4/22/2019

Calendar may be adjusted for activities

*return to 2 nights of conferences

*comp days are not being counted as contract days

*a thought: Move elementary concerts to daytime hours or consider a comp day for combined elementary "expected" events like Open House, Christmas concert, Spring concert, PTO penny carnival, father/daughter dance.

*curious as to what the three days at the end of the year will be for?

Here are the big things for me...

I would love to have more time to collaborate with my staff in order to improve instruction. Right now we are doing a lot during grade level meetings but 1/2 hour is not enough to delve into things. I think we could do so much more with longer times. It would be more meaningful as well and a plan could be made for implementation. Jadie will be joining us for these next year as well. I would like to see more Friday PMs for this purpose. I also think that during the Friday afternoons, I could have multiple grades working together (including with the JH). This would be helpful for math and reading/ELA both. While teachers weren't working with me in data/grade level meetings, they could be collaborating and designing interest/inquiry based projects. I have had several tell me they wish they had time to collaborate more. There will still be time that needs to be designated for other trainings, inservice, information for whole group as well. 1 Friday a month is just not enough to get it all done effectively.

I have heard by many that they would like to go back to 2 nights of PT conferences. I am also happy to accommodate the HS- we would like to have Nov. 1 off. Can we do conferences on Tuesday/Wednesday evening 29/30...

I think the rest is pretty much covered by what others said. Many have questions about Ron Clark, so that will just need to be clarified for people.

Calendar 2019

Positives

- 2 weeks at Christmas
- Three days at Thanksgiving
- 186 Staff contact days

Start Date/End Date (it is so hot in August kids can be at pool longer and May is cooler/rainy)

- Start date a week later (August 19th) for teachers
- End date (May 22nd) for teachers

October Conferences

- October 29th and 30th from 2:00-8:00 (kids release at 1:25)
- Normal school day on the 31st for Halloween Parade and Parties
- Comp day on November 1st

February Conferences

- February 26th and 27th from 2:00-8:00 (kids release at 1:25)
- Comp day on February 28th

1st Friday of the school year needs to be an early release

- Everyone is tired (students and staff)

All Friday's early out at 1:25 (easier for parents to plan all or none)

- Write IRP plans for K-3 students
- Grade level meetings
- Data collection and collaboration
- Collaboration between buildings
- One Friday staff gets to leave when students leave (decreases burnout)

Professional Development Days

- More beneficial at the beginning of the year or throughout the year
- **Not** at the end

We really appreciate you taking our comments into account!

Calendar Notes

- * A break in February is nice.
- * Oct. 3-4 comp.
- * May 19, 20, 21 why?
Isn't it usually one day after our kids leave?
- * Can both concerts, penny carnival, and all of the other hours we put in count for something?
- * Elem.^{are} asked to help for home track meets & then we end up having a sub shortage.
Can it be no school K-12 on those days? (May 1-5)

* Conferences 3 days - go back to Tuesday + Thursday only. It makes for a very long week. It is mentally exhausting

* Comp Day after conferences → this is needed for teacher mental health. Happy teachers are healthy teachers.

↳ I know it's there... just want to keep it!

* Mid quarter conferences - move to end of 3rd quarter

* Is the 15 or 18 the last day of school?

- ending on a Friday is nice → Monday not so much!

* Reason for 3 or 4 work days @ end of year? Again teacher mental health is important. It is hard to stay that long @ the end of the year + be expected to plan + prepare for the following summer/year?!

* RCA → just more info on that - meaning of "comp or conference"

1. What do you see as the school districts strengths and weaknesses?

- Strengths:
- Beautiful Buildings and Equipment
 - Pride of the Blue & Gold
 - Community Support
 - Alumni Involvement
 - All elementary staff is awesome
 - Parents care about their children
 - Early Childhood building helps keep kids here
 - ACT class helping to prepare students
 - Technology
 - Students care about their school
 - Small community = more attention from teachers
 - Elementary math program
 - Teachers & support staff show compassion for students
 - Students meeting improvement goals related to MAPS testing
 - Cooperative spirit at the high school among the staff
- Weakness:
- Teacher Turnover (some seem to view our school as a stepping stone?)
 - Take care of good teachers
 - Turnover hinders student learning
 - Too many inexperienced teachers without veteran mentors
 - Lack of solid curriculum
 - Extremely low test scores
 - School board doesn't know how to:
 - Conduct a meeting
 - Ask questions
 - Be informed
 - Option kids
 - Parents need to be more involved in disciplining their kids
 - High taxes due to the preschool building
 - Administration should be held accountable provide secondary leadership
 - Superintendent only focuses on Early Childhood
 - Need an Early Childhood Director
 - Certified counselor is needed at Elementary
 - Elementary counselor is not here enough
 - Morrill Reputation
 - Lost some students from elementary because of issues
 - Communication between buildings
 - Technology needs updated – administration does not want to
 - Test scores are low because of out of date technology
 - Need better equipment for teachers
 - Website needs a designated manager

2. How do you think the acceptance of option students is benefitting and/or hindering the long-term vision of Morrill Public Schools?

Optioning in should absolutely be allowed; but
More careful screening: avoid allowing pollution into our school
Should be contributors to activities
If trouble makers – kick out after second strike
More strict guidelines for opt in students
Should focus on quality not quantity
Many come with behavioral baggage
Why do opt out students leave
Baggage kids tax local law enforcement and resident kids wanting to learn
Option kid lower our test scores
Optioning caused us to go up to Class C-2 without increasing participation
We need to create an environment that attracts kids to run toward Morrill not just permit kids who are running away from something else
Poor behavior on buses results in bus driver shortage
Increase the consequences for behavior challenged option kids
Lack of option student parent support
Create a “contract” for option students resulting in cancellation if not adhered to
Include required parental involvement
Include behavioral expectations
Include activity participation expectation
Include class cooperation, completion of homework
As we increase in enrollment, let’s make sure we increase staff as well
Is money better invested in school rather than advertising and busing
Should consider a team approach to option vetting
Should consider a parent/student meet and greet with staff and administration
Make sure we know why students opt out

3. How do you feel the early childhood center has impacted our community? What other supports should we to provide families with young children?

Positives:

The community was growing and needed childcare and a better place to hold preschool
Because the elementary was growing rapidly and they needed their space back
Retaining students in the district
Daycare needed desperately
Helps identify student learning issues earlier
Daycare/preschool now has seems to have increased Kindergarten class size
Community appreciates the look of the building

Negatives:

The community did not want a \$3 Million building built behind their back
And have the school board ask for forgiveness later
This caused an uproar in the community and lack of trust in school leaders

Project implemented too quickly without adequate preparation for:

Teachers, Accounting, Managers, & Student Numbers

School officials are just treading water trying to keep the building from sinking

If going to work, someone needs to:

track cash flow, figure out if sustainable or just be a continual burden

figure out underlying cause of such great turnover... people just don't quit

Need Certified Teachers

Need a Director endorsed in Early Childhood

Need more consistent implementation of curriculum

It raised taxes (maybe not levy) but valuation of properties keeps going up

Daycare & Preschool fees way too high

Staff should be able to send their children for free or reduced fee

What other supports should we provide?

Make sure families know about other agencies available to support them

Should provide after school programs for older students

We already provide plenty of support!

4. What changes could you imagine would improve student learning and the level of preparedness for post-secondary pursuits?

Make sure students have a good foundation of Reading Writing & Arithmetic

Improving student behavior to better prepare them for life after school

Construction projects – could we build houses again?

Offer student a chance to have an animal for 4H or FFA, work weekends to buy animal

Kyle Rice's class good addition, make sure students know about benefits of trade certificate programs

Offer internships on farm/ranch/animal husbandry

Make available auto body classes at WNCC or internships at a shop

Nice that we offer photography class (Josie Ryan and Chris Baltz)

Expand our staffing in trades: Welding, construction, mechanical, electronics

Nice that we have CAN training program available for our students

Can we make a radiology training program available? Stephanie Cannon

Create a master list of job shadowing opportunities, mentoring, and apprenticeships

Can we make it a graduation requirement?

Nice that we have a personal finance class – teaching math for life.

Need to have PASSIONATE people leading all the post-secondary exposure programs

Need a comprehensive communication system...

not all students & parents know what is available

21st Century / John Deere is advertising for work release

Aulick Industries also does work release programs for seniors

Watson Welding – work study/apprenticeship?

Could we had marketing projects as a service learning opportunity

Need to enhance student writing abilities

Encourage dual credit and motivate students toward an AA by graduation

5. What programs or activities would you like to see Morrill Public Schools offer that we currently do not?

County Spelling Bee (Rotary Club has adopted this as an initiative for 2019-20)

Geography Bee

Math Counts for Junior High

Nice that we have Quiz bowl at the high school

Incentivize band with den or house points for pep rally / pep band

Invite community members to play one song with the band at concerts?

Make junior high choir a "Must Take"

Increase time for elementary band

Stay strong in Speech, Music, One Act, Quiz Bowl: Support current programs we have

Nice that we have Personal Finance Class (Consumer/business math)

After school club for students not involved in sports/FFA/FBLA etc:

Homework assistance/Games/Cooking (Social Club)

Promote clubs equally don't allow competition between them

Make sure that activity programs expose students to related career opportunities

6. What can we do to improve parent & community involvement in student learning and activity experiences?

Some said parent involvement is good / some said there is no parent involvement

Parent teacher conference is attended by about 30% of parents

Blooms/Infinite Campus Messenger systems maybe reduces need for P/T Conference

Messages should be sooner allowing parents time to plan / not last minute

Website & Links to Facebook pages needs to be continually managed & enhanced

Update centralized calendar on Website continually

Have a week at a glance feature on the calendar

Voice Messenger messages rather than computer generated

Communication from High School is poor

The community needs to come into the school

More opportunities for the school to help the community – Volunteer

Elementary has good parent involvement – we host a lot of events:

Donuts with dad, Halloween parade, caroling, Muffins with Mom

We could use the digital sign more effectively

We could make handmade invitations and then personally deliver them

Make sure we reach out to people not using social media

Make sure we have an accurate and up to date centralized calendar

Invite volunteers to help plan events / more acceptance on outside input

Invite community members to mentor/guest present/allow field trips or business tours

Invite community when students or classes are doing presentations

Decide on universal app that all schools use

Board minutes should consistently be on website

7. What long term projects should be addressed in our strategic plan?

Get the district out of debt

Reading, Writing and Arithmetic needs to become the backbone again

Expect homework because repetition increases learning

Don't expect parents to teach their children but do expect them to supervise student homework & practice

Fun is good but fun days and Den parties should not out balance academics

Track Buses

Update technology – especially 1 to 1 with Ipads K-2

Consider 4 day week

Make sure all classrooms have access to intercom (40 year old intercom)

Seek grants for handheld radios

No Technology

Have students get involved in Learning HOW to do things

More focus on Curriculum / Less focus on REWARDS

Mapped out curriculum purchasing schedule

Agriculture Ed Facility project – develop the plan and the timeline (tabled by wrestling)

Additional hours for academic clubs NHS, Art, FBLA, One Acts, Music

Not every student is interested in AG

Strategic response to state standards changes

Parent Program to teach basics

Head set microphones for music program

Shop building roof leak

After school program for elementary students

Learning activities, every teacher participate by specialty, 45 minutes homework,

Snacks, enrichment

Get out at 1:30 every Friday

Collaboration time, Morale, Planning, School week consistency

Going overtime on Contract

Maintain buildings better – building fixes aren't working

Balance technology & Basics

Give students time to process what they learn

Promethean Boards are old

Tom can't be the only tech guy

Replacement timeline for technology

Keep chromebooks 7-12

Increase K-2 to 1:1 with Ipads

Marked down on evaluation if not implementing technology

How do you implement technology??