

The regular meeting of the Board of Education of the Creighton Community School District No. 13 was held on November 16, 2020 at 7:00 PM in the High School Library.

Notice of the meeting was given in advance thereof by publication in the Creighton News, as shown by the Affidavit of Publication attached to the minutes. Notice was also posted at the City Offices, front door of the high school, and front door of the elementary school.

Notice of the meeting was simultaneously sent to all the members and a copy of their acknowledgement and receipt of notice and agenda is attached to these minutes. Availability of the agenda was communicated in the advance notice as was the notice to the members of this meeting. All proceedings hereafter shown were taken while the convened meeting was opened to the attendance of the public. The agenda for the meeting is attached and incorporated into these minutes.

President Morrill called the meeting to order at 7:00 p.m.

Morrill announced that the Open Meetings Laws Act Poster was displayed on the wall at the entrance.

The Pledge of Allegiance was recited.

Duane Fanta moved to approve the agenda. Seconded by Matt Fritz. Motion Carried.
Dixie Hanefeldt: Absent, Matt Fritz: Yes, Greg Kuhlman: Yes, Kay Morrill: Yes, Amy Borgmann: Yes, Duane Fanta: Yes
Yes: 5, No: 0, Absent: 1

Introductions - Rob Hanger and Mark Norvell
summary of search process

Will work through board profile tonight. Set dates for all of the upcoming meetings with them. two phone calls and application packet in today.

Engaging Creighton's faculty, staff and community handout - These groups will give the board the strengths, weaknesses, and leadership qualities of the interview candidates. They will not give rankings to the board.

Community - try to have 10-15 people in this group, don't want to big. Each board member picks a few. Most have 8-12 people. Probably have Ryon pick 3 7-12 staff, 3 P-6 staff, and 3 certified staff. Have CTA pick a couple of people as well.

Community member possibilities - Eric Meyer, Brian Fanta, Garret Carpenter, Cody Thoene, Toni Tauber, Courtney Hanefeldt, Chrissy Horstmann,, Sarah Kronberg, Dan Kienow, Jay

Fuchtmann or Randy Kliment, Todd or Julie Zimmerer, Craig or Carmen Moeller, Kathy Becker?

Miranda Hornback - put on faculty

Will mail and email these people on this list

Faculty - Ryon will work on

Possibly involve some students in the interview process. Meet them and guide them to where they need to go. Typically let them go around noon. Use student council kids.

Proposed time line - if have interviews all on one day it is a little easier for your committees to get everyone there instead of it being over two days. Typically you interview four people. Saturdays probably work best for interview days.

Ad in Omaha World Herald - Rob recommends something in print - board members seem to lean towards online only, not print in OWH. They will contact ESU's, twitter, Facebook, NASB, other principals, etc, Teach in Nebraska, NCSA,

Going to run online on Omaha paper. Not running in the actual paper.

Hold interviews on Saturday, January 9. Finalize on January 11th at regular board meeting. Usually give them 24 hours to decide.

December 7th for next meeting with NRCSA.

Key Questions Worksheet

Questions

1. lead contact in school - Jennifer
 2. Robby stay out of it, Ryon - be involved. (probably have him show potential interviewees around town)
 3. Jennifer
 4. no unless Ryon would
 5. a. faculty - yes Ryon and CTA head choose
b. Community - I have list of them
c. Principal - give community tour
 6. Do on Saturday, January 9
 7. Pay mileage to finalists - Can offer it to them and they can decide if they want it.
 8. Contract items - salary range, changing lots of contacts from days to months, moving expenses - pay up to \$2,000 of moving expenses.
 9. they must live in the district. Housing is not provided.
 10. Matt - manage financials and get us into the future, visible in the community, and keep facilities maintained to attract people.
- Kay - manage policies,
11. immediate tasks or priorities - Kay - transportation
 12. keep ship sailing in right direction, communicate a decision or thought, financial responsibility
 13. possibly parochial school with 40 kids, P-12 in one building

Board Profile Worksheet

1. Strengths -

financially strong, good staff been here a long time, most staff has strong ties to the community, stability, financials, facilities, cohesive (unified and progressive) board and community, still have levy room, quality facility, kids going off to college seem prepared, good main street, health care facilities, public power, quality daycare,

2. Critical issues -

maintain enrollment, superintendent work with Chamber of Commerce to actively promote further growth, possibly be open to cooping, etc, see problem before it comes, be proactive, have vision for the future - what doing and who are we doing it with, create a strategic plan,

3. Qualities/Skills -

Leadership - staff, board, community, conflict management/level headed, strong financial presence, vision for school, understands how special education works, communication, able to communicate their thoughts to the board and the public, strong financial, good leader and communicator, transparent with decisions and decision making, strong community member - involved in community, excellent with budget, enjoys living in Creighton, people person within community,

Vacancy Announcement - Just online, not print

Timeline - next meetings planned

Comparable schools in area for array - Cross off Unified District, Will look at our contract and use these schools to do the array for salaries for new contract.

For supt salaries do you usually stay where you were for last one or can you drop it down a little bit. Some schools vary it on the experience the supt has. They will show if someone has other duties, no health insurance but takes cash in lieu, etc.

Is it hard to find someone to be both elem. principal, and superintendent? Shouldn't be too bad in small school.

Amy Borgmann moved to next board meeting on December 7 at 7:00. Seconded by Greg Kuhlman. Motion Carried.

Dixie Hanefeldt: Absent, Matt Fritz: Yes, Greg Kuhlman: Yes, Kay Morrill: Yes, Amy Borgmann: Yes, Duane Fanta: Yes

Yes: 5, No: 0, Absent: 1

Duane Fanta moved to adjourn the meeting 8:51. Seconded by Greg Kuhlman. Motion Carried.

Dixie Hanefeldt: Absent, Kay Morrill: Yes, Amy Borgmann: Yes, Duane Fanta: Yes, Matt Fritz: Yes, Greg Kuhlman: Yes

Yes: 5, No: 0, Absent: 1

Jennifer Hoffman, Secretary