

Board of Education Regular Meeting

September 14, 2015

5:30PM Study Session: City Council Conference Room

6:30PM Regular Meeting: City Council Chambers

Attendance Taken at 5:31PM:

Present Board Members:

Tammy Day
Dr. Patti Gubbels
Bruce Mitchell
Arnie Robinson
Bob Waite
Sandy Wolfe

1. Call to Order 5:31PM

1.1. Roll Call—See Attendance Taken above

1.2. Declaration of a Legal Meeting

This is a legal meeting of the board of education, as advertised by the means specified in board policy. A complete copy of the Open Meetings Act is posted in the board room for your review. A copy of the agenda is available at the desk of the recording secretary.

2. Study Session

- A. Angie Baumann, Westside Principal, reported on Westside's Building Smart Goals. Using NeSA scores, their math goal says that 80% of the students in grades 3 and 4 will pass the math standards with scores between 85 and 200. Westside's reading goal states that 86% of 3rd and 4th graders will score between 85 and 200 on NeSA tests.
- B. Mike Andreasen, Principal at Washington Elementary, shared reading, writing and math NeSA scores for the past 5 years. DIBELS data is used as an assessment for reading and Washington's goal states that 75% of all students will reach benchmark status. Washington's math goal states that 75 % of all students will master grade level facts with 80% accuracy.
- C. Tim Kwapnioski presented Universal Emergency Responses and samples of buildings' safety management plans. Mr. Kwapnioski met with local agencies from police, fire, state patrol, a school nurse and a parent and as a group they discussed emergency procedures and protocol. NPS will conduct a perceptual survey of parents, staff and students to see whether they believe school is a safe place.

President Bruce Mitchell called a recess at 6:20 p.m. to allow board members, Central Office Administration, and media members to transfer to the City Council Chambers formal meeting room for the regular board meeting. The meeting was called back to order at 6:30 p.m.

3. Budget Hearing

The Budget Hearing began at 6:30PM. There will be a review of budget items and the board will provide an opportunity for public comment. The adoption of the budget will take place by a vote during the board meeting and not at the hearing. There was no public comment. The Budget Hearing ended at 6:34PM.

4. Tech Bond Hearing

The Tech Bond Hearing opened at 6:34 PM. The purpose of this hearing is to hear comments on proposals by the district to enter into an interlocal cooperative agreement with other school districts and the plan to adopt a bond measure authorizing the interlocal cooperative to issue bonds regarding the financing of information technology up to a principal amount of \$100,000. The proceeds from this bond will be used to finance the district server replacement, and wireless system upgrades. No action will take place at the hearing. Any action will be taken during the regular board meeting. There was no public comment. The Tech Bond Hearing closed at 6:36PM.

5. Tax Hearing

The Tax Hearing opened at 6:36 PM. The purpose of this hearing is to give taxpayers the opportunity to provide support, opposition, criticism, or suggestions and observations regarding the proposed tax request. There will be a review of the tax requests and the board will provide the opportunity for public input. Official action and voting on the tax resolution for the school district will take place during the regular business meeting. There was no public comment. The Tax Hearing closed at 6:38PM.

6. Pledge of Allegiance

7. Presentations, Special Recognition, Focus on Students

7.1. Focus on the Students/Principal's Report

Mrs. Jen Robinson, Norfolk Middle School Principal, introduced teachers and students from the 6th grade. The presentation, "By Golly By Gum," was based on the science curriculum at the 6th grade, with a focus is on the scientific inquiry process. Each board member and administrator was given a piece of gum. What happens to the mass of the gum after it has been chewed—will it increase, decrease or stay the same? The gum was

weighed after it had been chewed. The conclusion: the gum's mass decreased. The presentation was well organized and very informative.

7.2. NPS Foundation Report

- A. Foundation Update: Almost \$15,000 (\$500 cap) was awarded to 34 classroom grants. These grants will affect 10,050 students. Special Project Grants impact bigger groups of students and \$10,000 is available January-December of each year. Help It Happen grants are funded by private donors.
- B. Scholarships: \$50,410 in scholarships was awarded to 56 students who graduated in 2015. For the 2015-16 school year, 100 dual credit scholarships, at \$100 each, have been awarded to 100 students.
- C. Staff Campaign: Over 400 staff members, 73% of NPS staff, contributed \$24,000 through the staff campaign.
- D. 2nd Annual Traditions Breakfast--October 29, 7-8:00 am at Lifelong Learning Center. Dr. Thompson is the keynote speaker. The breakfast's main objective is to get the word out about the foundation and Norfolk Public Schools and to encourage the community to get involved. The breakfast raised over \$40,000 last year.

7.3. Award for Excellence

Kim Reinke, custodian at Jefferson Elementary, was the recipient for the month of September. Mrs. Hausmann, Jefferson Elementary Principal, read Kim's nomination and emphasized the following characteristics: Kim listens and cares about students; Jefferson Elementary is always clean; she is a great asset for the school and Kim goes above and beyond the call of duty! Congratulations to Kim!

7.4. Attendance Proclamation

The Nebraska Association of School Boards has asked all school districts to read the Student Attendance Proclamation to emphasize how important daily attendance is to being successful in school. The proclamation was read by President Mitchell.

8. Public Comments & Communication

9. Information and Discussion Items

9.1. Finance & Facilities Report

- A. The total amount of final claims to be approved in the consent agenda for the month of August, 2015 in the General Fund and QCPUF Fund are as follows:
 - a. General Fund = \$2,500,000
 - b. QCPUF Fund = \$403,826
- B. Total amount of claims to be approved in the consent agenda for the month of September, 2015 by specific fund are as follows:
 - General Fund = \$352,858.23
 - Nutrition Services Fund = \$149,243.54
 - Cooperative Fund = \$38,057.24
 - Depreciation Fund= \$47,341.47
 - Special Building Fund = \$40,463.85
 - QCPUF Fund = \$333,482.74
 - Student Fee Fund= \$25,713.55
- C. The total amount of claims for the month of August, 2015 in the Activities fund are as follows:
 - Activity Fund = \$154,841.04
- D. The 2014-2015 fiscal year has gone well. As a district we stayed within our overall budget while still being able to move dollars into depreciation for future large capital expenditures. The 2014-2015 fiscal year will end with a cash balance growth which will bring our general fund cash balance to approximately a 5 month reserve. As we go into the 2015-2016 I believe our district is well positioned financially to continue supporting the goals within the strategic action plans, maintain and recruit high quality staff members, while continuing to address the many needs in our facility infrastructure. The work of our past and present board members, certified, classified and administrative staff have all been critical in allowing our district to continue being in a solid financial position.
- E. Starting the week of Sept 21st the district will begin its annual audit of 2014-2015, fiscal year. Kruse and Associates will be handling our audit needs this year and I look forward to working with them over the next few weeks as we review our current procedures and practices with fiscal accountability. This process and preliminary reports will be available to the board towards the end of October and all final documents will be publicly posted in early November. Payroll has been busy over the past three weeks getting all new and current employees enrolled and updated for the Sept. 18th payroll, which is first payroll for the 2015-2016 fiscal year. I would like to publicly thank all my assistants in the business office for helping with this process and getting the year off to a good start.

9.2. Teaching & Learning Report

- A. Curriculum, Instruction and Assessment
 - Building PLC's have had a strong start with goal setting for this school year and small groups are beginning to meet and work. There are many projects that are keeping the Teaching and Learning Team busy. New math standards work and curriculum writing, common unit assessments for the

Wonders program, implementation of a new English Language Arts program in 6th- 8th grades, Career and Technical Education curriculum and career academy focus are just a few to mention that are top priority this year. We are in the midst of our first MAP testing window. Because MAP results provide meaningful and valuable information that assists with instruction, we've added the 2nd grade and 9th grade to our tested grade levels. The Nebraska Department of Education has arranged for some English Language Arts Transitions Workshops for the development of updated NeSA testing to reflect the newly adopted standards. We will have eight participants to contribute to that work and bring back insight to our district.

B. Technology

Technology is always a continuous evolution. At this particular time, we are cleaning out old technology that was replaced or discontinued and making timeline plans for moving forward with the next phase of infrastructure improvement. If you recall we accepted and approved bids earlier during this year which will involve the next phase of improving the size and number of access points in all buildings. The website is getting better all of the time. Our goal is to keep it clean and clutter free so it is easy to navigate and find information.

C. Title

Title is in a crossroads between closing out of 14-15 and developing a new grant proposal and budget for 15-16.

9.3. Student Services Report

A. Parent-Teacher Conferences are scheduled for Monday-Thursday, September 21-24 as follows:

September 21st K-12 students dismissed at 2:00 p.m.
K-8 parent-teacher conferences from 4:00-7:00 p.m.

September 22nd K-12 students dismissed at 2:00 p.m.
K-4 and 9-12 parent-teacher conferences from 4:00-7:00 p.m.

September 23rd K-12 students dismissed at 2:00 p.m.
Grades 5-12 parent-teacher conferences from 4:00-7:00 p.m.

September 24th K-12 students dismissed at 11:30 a.m.
Grades K-12 parent-teacher conferences from 1:00-4:00 p.m.

September 25th No school for K-12 students and teachers

B. Homecoming week begins the week of October 5th at Norfolk High School. We hope you will be able to attend the football game on Friday night between Norfolk and Lincoln Northeast. Coronation will be on Saturday night at 7:30 p.m. with the Homecoming Dance to follow at 8:00 p.m.

9.4. Human Resources & Accreditation Report

A. School Improvement/Professional Development

- On September 1, Mrs. Nelson and Mr. Kwapnioski met with Heidi Rethmeier from ESU 8 to start planning for our January 14, 2016 midwinter PD day. The morning will start with a presentation by Dave Weber followed by 3 breakout sessions. Last year we hosted 800+ teachers and administrators.
- On September 3 all NPS administrators participated in training related to our teacher evaluation process. This training was facilitated by Sue Presler who is a charter member of the Danielson Group and has spent many years providing training and consulting services around the Framework for Teaching.
- Starting on September 10 NPS will be completing year three of a partnership with ESU 8 to review and provide training on teacher evaluation tools. The first training will focus on first and second order changes, characteristics of changes made within schools, strategies to successfully implement changes and instructional rounds. Current cadre members are: Beth Nelson, Jennifer Robinson, Angie Hausmann, Bruce Strong, and Tim Kwapnioski.

B. Safety

- On August 31, we hosted our Emergency Response Team meeting. Members include: Bill Mizner (Norfolk Chief of Police), Jim Stover (Lieutenant from NE State Patrol), Scott Cordes (Norfolk Fire Chief), Blair Brink (NPS school nurse), Cami Merkel (NPS parent), Don Miller (Norfolk Police Captain), Bruce Strong (Jr. High Assistant Principal), and Tim Kwapnioski (Director of HR/Accreditation). We examined the requirements related to school safety and security as it pertains to Rule 10. We also reviewed a safety article on parent perceptions about school safety, and studied our Universal Emergency Response Protocol and the Emergency Response Template.

C. Human Resources

- Updates are being made to the certified, classified, and substitute teacher handbooks based on the recent revisions made to district policies. These handbooks will be available on the district website under the Human Resources tab.
- D. Public Relations/Communication
- The Norfolk Daily News and Norfolk Public Schools will once again be partnering in the Panther Project, Tracking the Panthers, and the News in Education program.

9.5. Superintendent's Report

A. Tentative/Preliminary Enrollment Update

- As of the second Friday in August, we had 4125 students in K-12 and 110 students in PK, for a total of 4235 PK-12 students. Last year at this time, we had 4097 students in K-12 and 104 students in PK, for a total of 4201 students. This means our K-12 enrollment has increased by 28 students, our PK enrollment has increased by 6 students, and our total enrollment has increased by 34 students.
- In addition, I am happy to report that our boundary changes have been effective in equalizing our kindergarten enrollment across the district. We do not have any kindergarten classes over our recommended cap of 25. In fact, most of our kindergarten classes are hovering around 21 or 22 students, which is a nice class size.

B. Town Hall meetings with Governor Ricketts and Senator Sasse and Community Conversation with Senator Fischer:

- Dr. Thompson was able to participate in the Town Hall meetings held by Governor Ricketts and Senator Sasse, as well as the Community Conversation held with Senator Fischer. She shared information with Governor Ricketts regarding our reliance on state equalization aide and stressed the importance of continuing to provide districts with adequate funding to meet student needs. Dr. Thompson recognizes the impact that rising agricultural valuations have had on farmers, but stressed that any reduction in property taxes would need to be replaced by another revenue source. She thanked Senator Fischer for her work on the reauthorization of No Child Left Behind, including her amendment to the Senate's bill, which increases local control of schools. Dr. Thompson stressed the importance of reaching a compromise on this bill as soon as possible, in order to alleviate the negative effects that it is having on schools. She encouraged Senator Sasse to do the same. Both Senator Fischer and Senator Sasse expressed support for local control of schools and agreed that No Child Left Behind needed to be reauthorized.

10. Committee Reports

10.1. Board Building Visit Reports

- A. Sandy Wolfe visited Jefferson Elementary on the first day of school. She was very impressed with how Mrs. Hausmann greeted each student.
- B. Patti Gubbels attended the Woodland Park Elementary open house. Parents and children were very excited and maybe a bit anxious. Dr. Gubbels sat in on the 3rd grade class presentation by Mrs. Groninger. Mrs. Groninger voiced her expectations as far as her performance and that of her students. The expectations were the same for her and the students.
- C. Patti Gubbels went to AFS and saw Odysseyware in action. AFS presents students with another avenue in which to learn.
- D. Tammy Day visited Bel Air Elementary. She wanted to see the 3 new tracks of kindergarten and 1st grade. The transition went very well.
- E. Arnie Robinson stopped by the maintenance department. A thank you goes to the department for the work they do with the backpack program and all the work they do for the district.

10.2. Facilities & Finance Committee Report

The Finance and Facility Committee met today at 12:00 noon in the central office board room. The August final claims were reviewed in the General, QCPUF and Activity Funds and the claims for September were also reviewed. The committee had a final discussion on the 2015-2016 budget, and tax request, as well as some bid recommendations. We also had a final review on our insurance bidding process and a discussion on a maintenance position. 2015-2016 will be an exciting year with the completion of our AFS/Career Center, remodeling of our Central Administration building, as well as the multitude of other facility and instructional projects that will be underway. Mr. Bill Robinson appreciates the extra meeting time put in by our Finance and Facility Committee members in reviewing the 2015-2016 budget and tax request. This committee throughout the year provides him, in particular, feedback, suggestions, and the occasional question to ponder. He believes they are doing a good job of representing the board by keeping apprised and informed concerning the business operations of our district.

10.3. Policy & Government Relations Report

The Policy and Government Relations Committee reviewed policies 3010-3150 electronically. These policies all pertain to Business Operations of the District. Minor revisions were made to policy 3010 at Bill Robinson's suggestion. No other revisions were suggested, as these policies were just written/ revised in

November 2013. These policies will be presented for First Reading later this evening. We will be reviewing policies 3160-3570 prior to our October board meeting.

10.4. Activities Committee Report

The Activities Committee has not met. Our first 2015-2016 meeting will be held at noon on September 28th.

10.5. Minutes of Committee Meetings

9-01-2015 Nurses Meeting Minutes

0-01-2015 Student Health Fund Council Meeting Minutes

11. Approve Consent Agenda

Motion to approve the consent agenda passed at 7:4 PM with a motion by Arnie Robinson and a second by Tammy Day.

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|-------------------|-----|----------------|-----|
| Tammy Day | Yes | Arnie Robinson | Yes |
| Dr. Patti Gubbels | Yes | Bob Waite | Yes |
| Bruce Mitchell | Yes | Sandy Wolfe | Yes |

11.1. Minutes of Previous Meetings

08-10-2015 Regular School Board Meeting Minutes

08-27-2015 2nd Monthly School Board Meeting Minutes

11.2. Personnel

11.2.A. Contract Approval None at this time.

11.2.B. Resignations None at this time.

11.3. Claims

12. Action Items

12.1. Discuss, Consider, and Approve Budget of all funds for the 2015-2016 fiscal year

Motion to accept the 2015-2016 budget of all district funds as posted. This budget has been discussed within the Finance and Facilities Committee and during our last board meeting on Aug. 27th, as well as the public budget hearing held earlier this evening.

Motion to Approve budget of all funds for the 2015-2016 fiscal year passed at 7:41PM with a motion by Bob Waite and a second by Arnie Robinson.

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| Tammy Day | Yes | Arnie Robinson | Yes |
| Dr. Patti Gubbels | Yes | Bob Waite | Yes |
| Bruce Mitchell | Yes | Sandy Wolfe | Yes |

12.2. Discuss, Consider, and Approve Property Tax Resolution for 2015-2016

Motion to pass the tax levy and property tax request for Madison County School District 59-0002. This request was reviewed by the Finance and Facilities Committee and also reviewed at the last board meeting on Aug. 27th. Details of this action will be read publicly as an official resolution which is attached. Motion to Approve Property Tax Resolution for 2015-2016 passed at 7:45PM with a motion by Bob Waite and a second by Arnie Robinson.

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| Tammy Day | Yes | Arnie Robinson | Yes |
| Dr. Patti Gubbels | Yes | Bob Waite | Yes |
| Bruce Mitchell | Yes | Sandy Wolfe | Yes |

12.3. Discuss, Consider, and Approve Technology Bond

Details of this action will be read publicly as an official resolution which is attached.

Motion to Approve the Technology Bond Resolution passed at 7:48PM with a motion by Sandy Wolfe and a second by Dr. Patti Gubbels.

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| Tammy Day | Yes | Arnie Robinson | Yes |
| Dr. Patti Gubbels | Yes | Bob Waite | Yes |
| Bruce Mitchell | Yes | Sandy Wolfe | Yes |

12.4. Discuss, Consider, and Approve First Reading of Policies 3010-3150 regarding Business Operations

Policies 3010-3150 pertain to the Business Operations of our District. They were reviewed by the Policy Committee and Bill Robinson and are being presented to the Board for First Reading tonight. Policies in this section include:

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|--|---|
| 3010: Budget Planning | 3090: Sales & Disposal of Books, Equipment & Supplies |
| 3011: Fund Balancing Reporting | 3100: Leasing |
| 3020: Public Review of Budget | 3110: Short-Term Investing |
| 3030: Transfer of Funds Between Categories | 3120: Depository |
| 3040: Budget as Spending Plan | 3130: Purchasing Policies |
| 3050: Tuition Fees | 3140: Contracting for Services |
| 3060: Materials Fees | 3150: Paying for Goods and Services |
| 3070: Summer School Fees | |
| 3080: Federal Funds | |

Motion to Approve the First Reading of Policies 3010-3150 passed at 7:49PM with a motion by Bob Waite and a second by Tammy Day.

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| Tammy Day | Yes | Arnie Robinson | Yes |
| Dr. Patti Gubbels | Yes | Bob Waite | Yes |
| Bruce Mitchell | Yes | Sandy Wolfe | Yes |

12.5. Second Reading of Board Policies: Discuss, Consider, and Take Action to Adopt Board Policies: 6212, 7050, 3540, 3560, 9340, 6600, 1200, 4002, 4003, 5401, 6115, 9124, 1000, 2110, 2440, 4009, 4021, 4023, 4140, 4150, 5406, 5413, 5416, 5419, 5506, 6112, 6230, 6361, 6700, and 6800.

The Policy and Government Relations Committee has reviewed these policies as part of the Perry Law Firm's Annual Update and are recommending them for Second and Final Reading/Approval this evening. Each year Perry Law Firm sends us recommended policy changes based on legislation that has occurred during the previous school year. This year's policy revisions included additional policies based upon an update of their template, hence the long list. The policy numbers and titles are listed below and the policies are attached. Please note that some formatting errors are present due to programming issues with e-meetings. These will be fixed during the final proof and upload.

- 6212: Assessments-Academic Content Standards
- 7050: Facilities-Bids and Contracts
- 3540: Procedures--Bidding Construction Projects
- 3560: Records Management and Disposition
- 9340: Bylaws of the Board-Meetings
- 6600: Special Education Policies
- 1200: Personnel-Anti-Discrimination
- 4002: Equal Opportunity Employment
- 4003: Personnel: Anti-discrimination, Anti-harassment, and Anti-retaliation
- 5401: Students: Anti-discrimination
- 6115: Fire Drill
- 9124: Bylaws of the Board: Secretary
- 1000: Community Relations: Statement of Intent
- 2110: Responsibilities of the Superintendent of the Schools
- 2440: Administration: Administrative Action in Absence of Policy
- 4009: Drug and Substance Use and Abuse
- 4021: Social Security Numbers
- 4023: Notification of Arrest, Criminal Charges, and Certificate, License or Child Abuse Complaints
- 4140: Professional Growth
- 4150: Evaluation of Teachers
- 5406: Search and Seizure
- 5413: Requests to Contact Students and Student Interviews by Non-School Personnel
- 5416: Student Fees Policy
- 5419: Student Privacy Protection Policy
- 5506: Safe Pupil Transportation Plan
- 6112: School Day for Students
- 6230: Curriculum Guides
- 6361: Acknowledgment of Religious Holidays
- 6700: Firearm Policy
- 6800: Internet Safety and Acceptable Use Policy

Motion to Adopt the Board Policies: 6212, 7050, 3540, 3560, 9340, 6600, 1200, 4002, 4003, 5401, 6115, 9124, 1000, 2110, 2440, 4009, 4021, 4023, 4140, 4150, 5406, 5413, 5416, 5419, 5506, 6112, 6230, 6361, 6700, and 6800, as presented and to repeal and rescind all existing Board policies that pertain to the same matters or that are otherwise conflicting passed at 7:51PM with a motion by Bob Waite and a second by Sandy Wolfe.

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| Tammy Day | Yes | Arnie Robinson | Yes |
| Dr. Patti Gubbels | Yes | Bob Waite | Yes |
| Bruce Mitchell | Yes | Sandy Wolfe | Yes |

12.6. Discuss, Consider, and Approve the Second and Final Reading of Policy 6286: Return to Learn From Cancer

This is a new policy recommended to us by Perry Law Firm due to new legislation that requires schools to provide staff information regarding how to recognize students who are returning to school after being treated for cancer. It also requires schools to develop accommodations and modifications for these students. The Policy Committee has reviewed this policy and is recommending it for Second and Final Reading/Approval at this time.

Motion to Approve the Second/Final Reading of Policy 6286: Return to Learn From Cancer passed at 7:52PM with a motion by Sandy Wolfe and a second by Dr. Patti Gubbels.

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| Tammy Day | Yes | Dr. Patti Gubbels | Yes |
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| Bruce Mitchell | Yes | Bob Waite | Yes |
| Arnie Robinson | Yes | Sandy Wolfe | Yes |

12.7. Discuss, Consider, and Approve Bid for Central Office Administration Building Renovation

Our district received the following proposals for handling the mechanical and structural renovations to the district central administration building, both contractors had an estimated August 2016 completion date and met all specifications as set forth in bid documents:

J. H. Hespe Co., Inc. / Norfolk, NE Base Bid - \$1,937,400

Alternate No. 1 (Reface south end of gym) - \$23,500
 Alternate No. 2 (Angled parking off south 6th street) - \$19,600
 Alternate No. 3 (Paved parking east of gym) - \$26,900
 Alternate No. 4 (Reroof admin building and corridor) - \$69,000
 Total Bid package of - \$2,076,400.00

Fauss Construction Inc. / Hooper, NE Base Bid - \$2,011,400

Alternate No. 1 (Reface south end of gym) - \$31,900
 Alternate No. 2 (Angled parking off south 6th street) - \$21,800
 Alternate No. 3 (Paved parking east of gym) - \$39,900
 Alternate No. 4 (Reroof admin building and corridor) - \$35,700
 Total Bid Package of - \$2,140,700.00

Based on meeting specifications and overall bid pricing Mr. Bill Robinson recommend that the Board of Education accept the proposal with all alternates from J. H. Hespe Co., Inc. of Norfolk, NE in the amount of \$2,076,400 passed at 7:54PM with a motion by Tammy Day and a second by Bob Waite.

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| Tammy Day | Yes | Arnie Robinson | Yes |
| Dr. Patti Gubbels | Yes | Bob Waite | Yes |
| Bruce Mitchell | Yes | Sandy Wolfe | Yes |

12.8. Discuss, Consider, and Approve Permission to write specifications and receive bids for HVAC & mechanical upgrades and Roof Repair/Renovation at Lincoln Elementary School

As we enter the final 2 to 3 years of our current facility strategic plan, Mr. Bill Robinson is recommending that our district move forward with mechanical, electrical, roof and HVAC upgrades at Lincoln School. By approving this recommendation the district can move forward with Kucirek Engineering who would be writing the specifications for this project and preparing bid documents for potential contractors. If approved Mr. Robinson is asking for a timeline completion of August 2016, with our current QCPUF funds financing these upgrades.

Motion to Approve permission to write specifications and receive bids for HVAC, mechanical, electrical, and roof upgrades at Lincoln School passed at 7:58PM with a motion by Bob Waite and a second by Tammy Day.

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| Tammy Day | Yes | Arnie Robinson | Yes |
| Dr. Patti Gubbels | Yes | Bob Waite | Yes |
| Bruce Mitchell | Yes | Sandy Wolfe | Yes |

12.9. Approve NCEA as Bargaining Agent for Non-Supervisory Certificated Employees for the 2017-2018 school year

We have received an official request from NCEA President, Leann Widhalm to be recognized as the exclusive bargaining agent for non-supervisory certificated employees for the 2017-2018 school year. They have already been approved as the exclusive bargaining agent for 2016-2017. The Nebraska Education Association encourages their members to obtain this recognition one year in advance, and it is customary for us to grant this recognition. By law, we must hold our first negotiations meeting with NCEA prior to November 1st. We will set this meeting as soon as we have received a completed Comparability Study from Perry Law Firm. It should be noted that the NCEA is no longer acting as the bargaining agent for nurses. Nurses' salaries will be settled separately.

Motion to Approve NCEA as the official Bargaining Agent for Non-Supervisory Certificated Employees for the 2017-2018 school year passed at 8:00PM with a motion by Arnie Robinson and a second by Sandy Wolfe.

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| Tammy Day | Yes | Arnie Robinson | Yes |
| Dr. Patti Gubbels | Yes | Bob Waite | Yes |
| Bruce Mitchell | Yes | Sandy Wolfe | Yes |

12.10. Discuss, Consider, and Approve The Selling of Technology Equipment and Access Doors

All items put on the annual sale are 5+ years old. A majority of the items consist of the 360's & 380's desktops, a few 6500's Laptops (7+ years old), VCR/DVD players, various cords and random devices. Price range depends upon the condition of the item. The access doors are small metal doors left over from a previous project from over 10 years ago and we have a local contractor who is interested in buying them at market value.

Motion to Approve the selling of technology equipment and access doors passed at 8:05PM with a motion by Bob Waite and a second by Arnie Robinson.

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| Tammy Day | Yes | Arnie Robinson | Yes |
| Dr. Patti Gubbels | Yes | Bob Waite | Yes |
| Bruce Mitchell | Yes | Sandy Wolfe | Yes |

12.11. Discuss, Consider and Approve Election of Region 16 Director

Two candidates:

Patti Gubbels: Norfolk Public Schools

Candace Becher: Columbus Public Schools

Motion to elect Patti Gubbels as the Region 16 Director for the NASB Board of Directors passed at 8:07PM with a motion by Tammy Day and a second by Sandy Wolfe.

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| Tammy Day | Yes | Arnie Robinson | Yes |
| Dr. Patti Gubbels | Yes | Bob Waite | Yes |
| Bruce Mitchell | Yes | Sandy Wolfe | Yes |

13. Future Meetings

The next meeting of the Board of Education is scheduled for noon on Thursday, September 24th. This meeting will be held at the Central Office Administration Building and will be open to the public.

14. Adjournment at 8:08PM

Chairperson

Superintendent