

MINUTES
BOARD OF EDUCATION
December 10, 2018
7:30 PM

I. Call Meeting to Order

President Dave Zimmerman called the meeting to order at 7:30 p.m. and the following members were present: Branson Husa, Carol Pralle, Dave Zimmerman, Emily Shockley, Harlan Rickers, and Jim Zvolanek. The following administrators were presents: Jerry Rempe, Jeff Murphy, & Christopher Prosocki. The following student board member was present: Cheyenne Leach.

Reasonable advance publicized notice of the meeting was given according to law by publishing, a designated method for giving notice of the school district. Reasonable advance notice was simultaneously given to board members and a copy of their acknowledgement of receipt of notice and the agenda attached. All proceedings hereafter shown were taken while the convened meeting was open to the attendance of the public.

I.A. Roll Call

I.B. Notice of Nebraska Open Meetings Act Posted

President Dave Zimmerman announced that a complete copy of the Nebraska Open Meetings Act is posted in the back of the board of education meeting room.

II. Approval of Minutes from the November 12, 2018, Regular Board Meeting

Motion to approve minutes from the November 12, 2018, Regular Board Meeting. This motion, made by Harlan Rickers and seconded by Carol Pralle, passed.

yes: 6, no: 0

III. Communications, Audiences, and Recognitions

III.A. Public comments will not be received after this period of time. Public comment period is limited to 5 minutes per person and a total of 30 minutes overall.

IV. Financial Statement: Item for Discussion, Consideration, and/or Action

C.D. Bids for the month were as follows:

Security First Bank, Blue Springs Special Funds: 1.41%

Wymore State Bank, Special Funds: 1.50%

IV.A. Approval of Bills

Dr. Prosocki noted that the district had to borrow \$200,000 in November and \$100,000 in December to cover district expenses. He also noted that the January tax draw will be larger and the district will try and pay back the \$300,000 that the district had to borrow to cover expenses at the January or February board meeting.

IV.A.1. General Fund, Special Building Fund, Depreciation Fund, and Qualified Capital Purpose Undertaking Fund Claims

Motion to approve bills. This motion, made by Emily Shockley and seconded by Jim Zvolanek, passed.

yes: 6, no: 0

IV.A.2. Lunch & Activity Claims

V. Support Service

V.A. Facility Update

John Linder provided the school board with a written report over snow removal, mud-jacking low spots around the district, and the addition of more operational cameras at the Elementary School.

Dr. Prosocki also noted the district is going to purchase the new windows for this summer because the tariffs on both steel and aluminum are supposed to make the current window prices rise by around 15% this summer.

V.B. Personnel Items

Jodi Meints, an Elementary School paraprofessional, just submitted her resignation for the second semester. For the 2018-2019 school year, Southern numbers are starting to dwindle at the Elementary School. Since 2004-2005 school year, the overall district enrollment numbers are down by 105 students (497 to 392). The district's biggest problem is that they are at the legal levy limit of a \$1.05 and the district revenue has not gone up since the 2015-2016 school year. The district also has to borrow money during certain months to cover expenses and the district currently does not have three months' worth of operating expenses in their cash reserve. To make matters worse, the governor recently went on record saying he wants to cut funding to public schools in Nebraska (In the form of state aid). Currently, 90% of the district's budget is in personnel costs and the other portion of the budget are fixed costs (Insurance, utilities, building maintenance, busing, etc). Southern is also at the mercy of state aid and it fluctuates from year to year. Southern is also not growing like the metro schools and they are receiving the majority of the state aid allotment. Dr. Prosocki noted the district has two options to consider in the future to ensure the district does not have to cut staff. **Option 1** - The average paraprofessional costs the district \$20,000 and the district currently have 14 paraprofessionals in our district. The district could lower the amount of support staff through attrition from 4 paraprofessionals to 2 paraprofessionals at the Jr./Sr. High School and from 8 paraprofessionals to 5 paraprofessionals at the Elementary School. This would save the district \$100,000. Freeman Public Schools currently has 9 paraprofessionals in their district and they have two elementary sections in grades K-6. Freeman also has 31 more students in their district than Southern. Southern currently has two elementary sections in grades K-6. **Option 2** - The average teacher cost the district \$80,000 and we currently have two elementary sections in grades K-6. Under Rule 10, it advises districts to have one teacher for each 25 students. Through attrition, the district could go to one section at the upper Elementary School grades (Grades 4, 5, & 6). This would save the district around \$240,000. Tri County has almost identical enrollment numbers and they have one section in their upper Elementary School grades (Grades 4, 5, & 6). Tri County has 11 less students than Southern and they also have 14 paraprofessionals in their district. The school board decided to not fill the Elementary School paraprofessional position and table the two options above. The board will continue to discuss different options at the upcoming board meetings and the board will make a final determination when the school board looks to implement the district's first comprehensive strategic plan over the summer months.

V.C. Technology Update

VI. Administrative and Committee Reports

VI.A. Student Board Member Report

The student board member reported on the following items: academic and athletic award for the fall, quiz bowl competition, a district wide lip dub for school improvement, the elementary cheerleading camp, and the upcoming MUDECAS basketball tournament.

VI.B. Elementary Principal's Report

The elementary principal reported on the following items: current enrollment figures (K- 26, 1st- 22, 2nd- 22, 3rd- 20, 4th- 34, 5th- 29, & 6th- 26), Middle of the Year DIBELS testing, last day of the first semester (12/21), current participation numbers (Girls Basketball- 15, Boys Basketball- 22, & Boys Wrestling- 2), the two vocal music concerts (K-3 & 4-6), and hosting D-1 sub- district girls basketball on February 12 & 14.

VI.C. Secondary Principal's Report

The secondary principal reported on the following items: the last day of the semester (12/21), 3 students attending alternative school in Beatrice, Mrs. Ogg community service project (Blankets for the Good Samaritan Center in Beatrice), the college wall of acceptance in the Jr./Sr. High School commons, the 9-12 grade students attending a motivational speaker at Diller-Odell, and current enrollment figures (7th- 25, 8th- 32, 9th- 24, 10th- 25, 11th- 36, & 12th- 25).

VI.D. Superintendent's Report

Dr. Prososki gave the board an update on the 2019-2020 certificated staff salaries costs, the district's workers' compensation rate dropping from 0.57% to 0.48% (It will save the district \$2,500), a draft of a new proposed elementary schedule, ESU 5 costs from this year as compared to last year, the addition of Hope Squad in grades 9-12 to help students cope with different challenges throughout their lives, the finalized external visit team. The external visit for accreditation will take place on February 20 and 21. Dr. Prososki noted that the 2019 legislative session will convene on January 9, 2019. Before the rhetoric comes out that schools spend too much money, Dr. Prososki wanted to put the numbers forth that shows the state does not adequately fund public education in Nebraska and Nebraska taxpayers must make up the difference in the form of property taxes. Nebraska currently ranks 49th in the country in the percentage of K-12 Public Education funding that comes from the state and the following information highlights some issues with Nebraska K-12 Public Education Funding vs. National K-12 Public Education Funding (Averages).

Nebraska K-12 Public Education Funding: 33% State Funding, 59% Local Property Tax Funding, and 8% Federal Funding.

National K-12 Public Education Funding: 47% State Funding, 45% Local Property Tax Funding, and 8% Federal Funding.

Dr. Prososki noted that over the past five years, Southern has reduced the district's mill levy by over 9 cents. Southern Public Schools also decreased their property tax request from 2016-2017 to 2017-2018 by \$105,099 or by (2.35%). Since the 2013-2014 school year, Southern state aid allotment has decreased by \$983,360 or by (56.0%). Southern continues to provide a high-quality education at an economical cost to district patrons. Lastly, Dr. Prososki thanked Branson Husa for his board service over the years. The district appreciates the hundreds of hours of time you've sacrificed and the insights and ideas you've contributed for the benefit of students and staff at Southern Public Schools.

VII. Items for Discussion, Consideration, and/or Action

VII.A. 2019-2020 District Calendar

Motion to approve the 2019-2020 district calendar. This motion, made by Emily Shockley and seconded by Branson Husa, passed.

yes: 6, no: 0

VII.B. 2019-2020 Preschool Calendar

Motion to approve the 2019-2020 preschool calendar. This motion, made by Harlan Rickers and seconded by Carol Pralle, passed.

yes: 6, no: 0

VII.C. 2019-2020 Blue Valley Community Action Partnership (Head Start)

Motion to end the 2019-2020 Blue Valley Community Action Partnership (Head Start).

This motion, made by Jim Zvolanek and seconded by Harlan Rickers, passed.

Branson Husa: no, Carol Pralle: yes, Harlan Rickers: yes, Emily Shockley: yes,

David Zimmerman: yes, Jim Zvolanek: yes

yes: 5, no: 1

Dr. Prosocki made a recommendation to the school board to end the Blue Valley Community Action Partnership (Head Start) for the 2019-2020 school year. During the 2019-2020 school year, the district would just have a Southern 3-year-old preschool and a Southern 4-year-old preschool and Head Start will no longer be involved with the program.

VII.D. Policy 4040: Employment Terms for Classified Staff

Motion to table Policy 4040: Employment Terms for Classified Staff. This motion, made by Harlan Rickers and seconded by Carol Pralle, passed.

yes: 6, no: 0

Lastly, the school board tabled Policy 4040: Employment Terms for Classified Staff. The school board will need to decide if you still want to offer 12 month classified staff with up to full family health insurance and single dental insurance or make a change for newly hired employees. A full family and single dental insurance policy premium will cost the district \$20,905.80 next

year. For the 2018-2019 school year, Southern paid out \$100,298 dollars for classified insurance costs. If the board makes a change, Dr. Prosocki noted that he would prefer to have everyone that is currently on staff grandfathered in when it came to 12 month classified staff insurance. If Southern did not offer health and single dental insurance, this would be a huge financial savings to the district, but it could hinder the quality of staff that Southern hires and/or retains. Here is also a breakdown of what current districts in our area offer.

Beatrice - They do not offer any insurance to newly hired 12 month classified staff.

Diller-Odell - They do not offer any insurance to 12 month classified staff.

Fairbury & Freeman - They both provided 80% of a single health and dental insurance plan (\$6,110.52 the district pays and the employee pays \$1,527.72).

VII.E. 2019-2020 Memorandum of Understanding (MOU) for SENCAP

Motion to approve the 2019-2020 Memorandum of Understanding (MOU) for SENCAP.

This motion, made by Carol Pralle and seconded by Jim Zvolanek, passed.
yes: 6, no: 0

VII.F. Southern Public Schools Teacher Evaluation Handbook

Motion to approve the Southern Public Schools Teacher Evaluation Handbook for the 2019-2020 school year. This motion, made by Harlan Rickers and seconded by Carol Pralle, passed.
yes: 6, no: 0

Dr. Prososki just updated the district's teacher evaluation form for the 2019-2020 school year. The current form that we utilize at Southern is very dated and the current teacher evaluation form is from 1985 and it does not help our teachers grow and get better. The new teacher evaluation form will also align to our new instructional model (Marzano) that all teachers will work with next year during school improvement meetings. Dr. Prososki noted that was a very labor-intensive process and both the Nebraska Department of Education and our local school board will need to approve this new evaluation form. The Nebraska Department of Education just approved the Teacher Evaluation Handbook.

VII.G. Approve the Resolution to Adopt the First Half of a More Current and Revised Set of the 5000 Series Policies

Motion to approve the resolution to adopt the first half of a more current and revised set of the 5000 series policies. This motion, made by Emily Shockley and seconded by Jim Zvolanek, passed.
yes: 6, no: 0

VII.H. Superintendent's Contract

Dr. Prososki noted that he is one of two superintendents in the array that has a doctoral degree and he is the only superintendent in the array that also serves as a curriculum director. In addition to his superintendent duties, Dr. Prososki completes the following curriculum director duties: School improvement items, curriculum items, program initiatives, instruction and assessments, instructional model implementation, standards-based report cards, textbook updates, climate surveys, teacher evaluation update, compiles student achievement data, data analysis, student-centered learning, etc. Before Dr. Prososki started at Southern, the following items were not completed by the district. Both Diller-Odell and Tri County have separate curriculum directors that are not either a superintendent or a principal in their district. Dr. Prososki current base salary ranks 9th out of 11 schools and his total compensation ranks 9th out of 11 schools. Dr. Prososki's base salary is \$7,285.09 below the midpoint and his total compensation is \$12,087 below the midpoint.

VII.H.1. Superintendent's Contract Extension

Motion to approve the superintendent's contract extension. This motion, made by Branson Husa and seconded by Jim Zvolanek, passed.
yes: 6, no: 0

VII.H.2. Superintendent's Salary and Benefits

Motion to approve a 3% raise for the 2019-2020 school year. This motion, made by Emily Shockley and seconded by Harlan Rickers, passed.
yes: 6, no: 0

The school board gave Dr. Prososki a 3% raise for the 2019-2020 school year. Dr.

Prososki's bases salary for the 2019-2020 school year will be set at \$125,891.75

VII.I. Option Enrollment Applications

VIII. Adjournment

Motion to adjourn the meeting at 9:26 p.m. This motion, made by Carol Pralle and seconded by Branson Husa, passed.

yes: 6, no: 0

The next Regular Board meeting is scheduled for 7:30 p.m., January 14, 2019, at Southern Jr./Sr. High School Board Room in Wymore. The Board of Education will usually adhere to the sequence of the published agenda, but reserves the right to adjust the order of items if necessary and may elect to amend the agenda as deemed necessary.

BY

President of the Board of
Education Of this School District

ATTEST

Secretary of the Board of
Education of this School District