

Board of Education Regular Meeting
Monday, October 14, 2024 5:30 PM

Tekamah-Herman Public Schools
112 N 13th St
Tekamah, NE 68061

Agenda

1. Call the meeting to order
2. Open Meetings Law
3. Roll Call
4. Consent Agenda
 - 4.1. Approval of Minutes
 - 4.2. Approval of General Fund Bills
 - 4.3. Approval of Board Member Absence
5. Treasurer's report
6. Recognition of Students and Staff
7. Recognition of Visitors/Public Comment
8. ACTION ITEMS
 - 8.1. Approve Matthew Maxwell as a substitute teacher
 - 8.2. Approve special education program enrollment for the 2024-2025 school year
9. DISCUSSION ITEMS
 - 9.1. Discuss, consider, and take all action to set a timeline for the superintendent's evaluation
 - 9.2. Set meeting for Committee on Americanism
10. Principal Reports
 - 10.1. Elementary Principal
 - 10.2. Secondary Principal
11. Board Reports
12. Superintendent Report
13. Next meeting date and time: Monday, November 11th, 2024 @ 5:30 pm
14. Adjournment

Board of Education Regular Meeting

Monday, September 9, 2024 7:30 PM

Tekamah-Herman Public Schools, 112 N 13th St, Tekamah, NE 68061

Chris Booth: Present
Abby Mathistad: Present
Mandyn Pruess: Absent
Burt Rogers: Present
Bill Skinner: Present
Sheryl Stansberry: Present

1. Call the meeting to order	Speaker(s) : Board President
2. Open Meetings Law	Speaker(s) : Board President
3. Roll Call	Speaker(s) : Board President
4. Consent Agenda	
Action(s) : Motion to approve the Consent Agenda including the August 12th minutes, current claims, and Gary Glandon, Emma Gute, Michele Tilson and Bryn Schmidt as local substitutes as presented Passed with a motion by Chris Booth and a second by Sheryl Stansberry.	
Voting Detail:	
Chris Booth:	Yea
Abby Mathistad:	Yea
Mandyn Pruess:	Absent
Burt Rogers:	Yea
Bill Skinner:	Yea
Sheryl Stansberry:	Yea
Voting Summary: Yea: 5, Nay: 0, Absent: 1	
4.1. Approval of Minutes	
4.2. Approval of General Fund Bills	
4.3. Approval of Board Member Absence	
4.4. Approve Gary Glandon as a local substitute	
4.5. Approve Emma Gute as a local substitute	
4.6. Approve Michele Tilson as a local substitute	
4.7. Approve Brynn Schmidt as a local substitute	
5. Treasurer's report	
Discussion: Mr. Kjar reviewed the July 2024 Treasurer's report with the Board.	
6. Recognition of Students and Staff	

7. **Recognition of Visitors/Public Comment**

Discussion: There was no public comment.

8. **ACTION ITEMS**

8.1. Approve items as surplus

Action(s):

The motion to approve items presented as surplus including basketball hoops, football equipment, and treadmill Passed with a motion by Chris Booth and a second by Abby Mathistad.

Voting Detail:

Chris Booth: Yea
Abby Mathistad: Yea
Mandyn Pruess: Absent
Burt Rogers: Yea
Bill Skinner: Yea
Sheryl Stansberry: Yea

Voting Summary: Yea: 5, Nay: 0, Absent: 1

8.2. Discuss, consider, and take all necessary action to adopt a resolution increasing the school district's base growth percentage used to determine the school district's property tax request authority by up to 6%.

Action(s):

Motion to adopt a resolution increasing the school district's base growth percentage used to determine the school district's property tax request authority by up to 6% Passed with a motion by Chris Booth and a second by Sheryl Stansberry.

Voting Detail:

Chris Booth: Yea
Abby Mathistad: Yea
Mandyn Pruess: Absent
Burt Rogers: Yea
Bill Skinner: Yea
Sheryl Stansberry: Yea

Voting Summary: Yea: 5, Nay: 0, Absent: 1

8.3. Approve revised ESU2 Special Education Services Contract

Action(s):

Motion to approve the ESU 2 Special Services contract in the amount of \$398,394 for the 2024-25 school year Passed with a motion by Abby Mathistad and a second by Bill Skinner.

Voting Detail:

Chris Booth: Yea
Abby Mathistad: Yea
Mandyn Pruess: Absent
Burt Rogers: Yea
Bill Skinner: Yea
Sheryl Stansberry: Yea

Voting Summary: Yea: 5, Nay: 0, Absent: 1

9. DISCUSSION ITEMS

9.1. Discuss the 2024-25 school budget

Discussion: Mr. Kjar presented the Board with a chart of historical data concerning the TH Budget. The total proposed tax asking for the 24-25 school year is nearly the same as the total tax asking in the 2016-17 school year. The Board continues to work to keep spending in check.

10. Principal Reports

10.1. Elementary Principal

Discussion: Mrs. Beck reported that elementary enrollment is unchanged and fall assessments have begun.

10.2. Secondary Principal

Discussion: Mr. Heitz reported 7-12 enrollment is at 249. MAP testing in grades 9-12 and Jr. High NSCAS testing is underway. Heitz has been reviewing Tiger expectations with staff and students and has met with the senior class regarding graduation procedures.

11. Board Reports

Discussion: Finance Committee has met to discuss items relating to the 24-25 budget documents.

12. Superintendent Report

Discussion: Mr. Kjar invited the Board to review the NASB Quick links attached to this agenda. Also discussed was the date and time to hold the budget hearing. Mr. Kjar informed the board of a new student food service advisory committee formed to give our kids a voice with the nutrition program.

13. Next meeting date and time: Monday, October 14th, 2024 @ 7:30 pm

Discussion: Budget hearing is set for September 26th at 6:00pm in the school library. The meeting is open to the public and will be advertised in the Plaindealer.

14. Adjournment

Action(s):

Motion to adjourn meeting at 8:04pm Passed with a motion by Chris Booth and a second by Bill Skinner.

Voting Detail:

Chris Booth:	Yea
Abby Mathistad:	Yea
Mandyn Pruess:	Absent
Burt Rogers:	Yea
Bill Skinner:	Yea
Sheryl Stansberry:	Yea

Voting Summary: Yea: 5, Nay: 0, Absent: 1

Board Secretary

Budget Hearing

Thursday, September 26, 2024 6:00 PM

Tekamah-Herman Board Room, 112 N 13th St, Tekamah, NE 68061

Chris Booth: Present
Abby Mathistad: Absent
Mandyn Pruess: Present
Burt Rogers: Present
Bill Skinner: Absent
Sheryl Stansberry: Present

1. Call the meeting to order

2. Open Meetings Law

3. Roll Call

4. Discussion Items

4.1. Discuss the 2024-25 school budget

Discussion: Mr. Kjar presented the Board with the final results composed for the 2024-25 budget. The budget was prepared in the same manner as past years for our District. Tekamah-Herman Schools grows their budget by the allowable amount each year using all of the budget authority allowed. Kjar works closely with the Department of Education's Finance department to follow all rules and regulations. This budget is due on September 30, 2024. The tax asking for the general fund is \$6,816,210 requiring a levy of \$0.593690. Last year's tax asking was \$6,274,980 with a levy of \$.580687. The Special Building fund's tax asking is \$600,000 requiring a levy of \$0.052260, compared to last year's tax asking of \$954,000 with a levy of \$.088283. The Bond fund's tax asking is \$954,949 requiring a levy of \$.083176, compared to last year's tax asking of \$954,949 with a levy of \$0.088371.

5. Public Comment

6. Date/Time of next meeting: Special meeting to approve the budget and tax asking resolution following budget hearing

7. Adjournment

Action(s):

The motion to adjourn the Budget Hearing meeting at 6:02pm Passed with a motion by Burt Rogers and a second by Sheryl Stansberry.

Voting Detail:

Chris Booth: Yea
Abby Mathistad: Absent
Mandyn Pruess: Yea

Burt Rogers: Yea
Bill Skinner: Absent
Sheryl Stansberry: Yea
Voting Summary: Yea: 4, Nay: 0, Absent: 2

Board Secretary

Immediately Following Budget Hearing - Property Tax Request Hearing

Thursday, September 26, 2024 6:01 PM

Tekamah-Herman Public Schools, 112 N 13th St, Tekamah, NE 68061

Chris Booth: Present
Abby Mathistad: Absent
Mandyn Pruess: Present
Burt Rogers: Present
Bill Skinner: Present
Sheryl Stansberry: Present

1. **Call the meeting to order**

2. **Open Meetings Law**

3. **Roll Call**

4. **Recongition of Visitors/Public Comment**

5. **Action Items**

5.1. Approve the 2024-25 Tax Asking Resolution

Action(s):

Motion to approve the 2024-2025 tax asking resolution as presented. Passed with a motion by Sheryl Stansberry and a second by Chris Booth.

Voting Detail:

Chris Booth: Yea
Abby Mathistad: Absent
Mandyn Pruess: Yea
Burt Rogers: Yea
Bill Skinner: Yea
Sheryl Stansberry: Yea

Voting Summary: Yea: 5, Nay: 0, Absent: 1

Discussion: RESOLUTION SETTING THE PROPERTY TAX REQUEST

Where as, Nebraska Revised Statute 77-1632 and 77-1633 provides that the Governing Body of Tekamah-Herman passes by a majority vote a resolution or ordinance setting the tax request; and

Where as, a special public hearing was held as required by law to hear and consider comments concerning the property tax request;

Now, therefore, the Governing Body of Tekamah-Herman resolves that:

1.The 2024-25 property tax request be set at:

General Fund: \$6,816,210.00

Bond Fund: \$954,949.00

Special Building Fund: \$600,000.00

2. The total assessed value of property differs from last year's total assessed value by 6.25 percent.
3. The tax which would levy the same amount of property taxes as last year, when multiplied by the new total assessed value of property would be .712818 per \$100 of assessed value.
4. Tekamah-Herman proposes to adopt a property tax request that will cause its rate to be .729126 per \$100 of assessed value.
5. Based on the proposed property tax request and changes in other revenue, the total operating budget of Tekamah-Herman will increase (or decrease) last year's budget by 6.19 percent.
6. A copy of this resolution be certified and forwarded to the County Clerk on or before October 15, 2024.

5.2. Approve the 2024-25 School Budget

Action(s) :

The motion to approve the 2024-2025 Tekamah-Herman Schools budget as presented Passed with a motion by Burt Rogers and a second by Chris Booth.

Voting Detail:

Chris Booth:	Yea
Abby Mathistad:	Absent
Mandyn Pruess:	Yea
Burt Rogers:	Yea
Bill Skinner:	Yea
Sheryl Stansberry:	Yea

Voting Summary: Yea: 5, Nay: 0, Absent: 1

6. **Date/Time of next meeting: October 14th, 2024 at 5:30 - Regular Meeting**

7. **Adjournment**

Action(s) :

The motion to adjourn the Property Tax Request Hearing at 6:05 pm Passed with a motion by Bill Skinner and a second by Sheryl Stansberry.

Voting Detail:

Chris Booth:	Yea
Abby Mathistad:	Absent
Mandyn Pruess:	Yea
Burt Rogers:	Yea
Bill Skinner:	Yea
Sheryl Stansberry:	Yea

Voting Summary: Yea: 5, Nay: 0, Absent: 1

Tekamah-Herman Public Schools

<u>Check Number</u>	<u>Entity Name</u>	<u>Amount</u>
144251	AMAZON CAPITAL SERVICES, INC	570.97
144252	APPTEGY INC	7,507.50
144253	TANNER AYER	98.89
144254	BLICK ART MATERIALS	167.70
144255	BOMGAARS SUPPLY INC	376.29
144256	BRANIFF SERVICE	2,377.11
144257	BRUMMOND DISPOSAL LLC	415.00
144258	BUDDIES RENTALS	340.00
144259	Cannon	628.46
144260	CARRIER CORPORATION	12,898.50
144261	Cash-Wa Distributing	553.58
144262	CASS PLUMBING	751.08
144263	Cengage Learning	1,706.25
144264	CENTURYLINK	516.08
144265	CIACCIO ROOFING	647.13
144266	CITY OF TEKAMAH	691.20
144267	CITY WIDE FACILITY SOLUTIONS	11,200.00
144268	CRAIG RESOURCES INC, DBA CRAIG	7,497.49
144269	DIETZ MUSIC HOUSE, INC	153.90
144270	DMF OMAHA	166.65
144271	DOSTALS CONSTRUCTION	3,500.00
144272	ESU #2	15.00
144273	ESU #2	19,772.00
144274	ESU COORDINATING COUNCIL	13,634.36
144275	FIRST NATIONAL BANK OMAHA	174.00
144276	FIRST NATIONAL BANK OMAHA	111.96
144277	FIRST NATIONAL BANK OMAHA	2,053.30
144278	General Reimbursement Fund	30.00
144279	GOODWILL INDUSTRIES INC	550.00
144280	BRI HANSEN	113.36
144281	HD SUPPLY	6,716.64
144282	JOHNSON FITNESS & WELLNESS	372.25
144283	KIDWELL INC	115.00
144284	BRAD KJAR	134.00
144285	KOHL'S RX	24,040.00
144286	RON KROEAKE	120.00
144287	KSB SCHOOL LAW, PC LLO	136.00
144288	BROOKE CHELEEN	1,130.94
144289	LEARNING A-Z	364.50
144290	LEE ENTERPRISES ADVERTISING	312.66
144291	KELSEY LEWIS	112.56
144292	LOFFLER	1,539.58
144293	HOLLY LOFTIS	192.96
144294	MASLOWSKY GRADING	400.00
144295	MATHESON TRI-GAS, INC	192.55
144296	Menards	221.80
144297	MY CENTRAL SUPPLY	32.12
144298	Nebrasaka Association of School Boards	414.00
144299	NEBRASKA ASSOCIATION FOR CURRICI	40.00
144300	NEBRASKA PUBLIC POWER	7,600.00
144301	OMNIFY	200.00
144302	MANDYN PRUESS	180.00
144303	Pump Shop	19.52
144304	HALEY RANSIEAR	166.32
144305	RIDDELL ALL AMERICAN SPORTS	63.36
144306	RISE BROADBAND	110.19
144307	ROOTS TO WINGS	600.00
144308	RUTT'S MECHANICAL SERVICES	28,705.33
144309	SCHOOL NURSE SUPPLY, INC	516.00
144310	SCOREVISION	5,000.00
144311	Security Equipment Inc.	5,834.94
144312	SHAMBURG AUTO SUPPLY, INC	416.23
144313	THE SIGN DEPOT, LLC	950.15
144314	STAPLES	1,699.61
144315	STERLING COMPUTER CORPORATION	17,988.77
144316	TSQUARE SUPPLY	241.06
144317	ULINE	122.14
144318	VERIZON WIRELESS	90.29
144319	VESTIS	353.10
144320	VIRCO INC	1,663.58
144321	VOYAGER SOPRIS LEARNING	141.00

144322	WALTER LYDICK	5,932.00
144323	Woodhouse Ford-Chrysler	40.51
144324	Arby's Body Shop	226.21
	BRIDGET ABRAHAM	207.43
	MANNI BELFRAGE	48.24
	VANESSA BRAND	192.96
	CARRIE BRANIFF	53.06
	BRIDGETTE BRAYMEN	278.72
	Abra Bridges	168.84
	CARI BRODERSEN	168.84
	ANDREA BROMM	91.12
	JAMIE BRUMMOND	120.60
	SARAH BRUSEGAARD	164.82
	SABINA CAMERON	120.60
	JILL CONNEALY	168.84
	KENDAL DORN	45.83
	ROBERT & BREANNE EVASIC	127.84
	ASHLEY FISHER	120.60
	DEANNA GOODWIN	217.08
	JOEL HAMAN	200.20
	AMANDA HANSEN	84.42
	CHELSEA HANSEN	100.77
	JON HANSEN	123.01
	LINDSEY HANSEN	96.48
	BUCK OR ALLIE HOIER	84.42
	KATHY HUESER	185.72
	ANNEBELLE OR FRANCOIS JACOBS	77.18
	CONNIE JARZYNKA	100.50
	MACKENZIE KAHLANDT	226.73
	JAMES KELLY	168.84
	PAIGE KNAUSS	289.44
	TIMOTHY OR GINA LANDSPERGER	67.54
	KATIE LEICHLITER	289.44
	MICHAELA MANN	113.90
	TIFFANY MARQUARDT	130.25
	LAURA MCELMURAY	89.24
	CARISSA OR ANDY OLIGMUELLER	33.77
	RYANN PAGELS	361.80
	CHRIS PETERSEN	48.24
	JACOB OR TIFFANY PETTIT	217.08
	JESSICA SATORIE	96.48
	JODIE SCHUETT	159.19
	SHAUNA SELF	316.64
	TRISHA SHEETS	144.72
	CHRIS SMUTNY	120.60
	AARON SNOW	96.48
	JILL SPENNER	192.96
	SEAN THIEMANN	207.43
	MICHELLE TOBIN	224.32
	ASHLEY TYSON	192.96
	ASHLEY WIMER	62.71
	HAILEY WOLF	289.30
	KILEY WORLEY	289.44
	Total #####	

<u>Check Number</u>	<u>Entity Name</u>	<u>Amount</u>
	RIDDELL ALL AMERICAN SPORTS	441.70

<u>Check Number</u>	<u>Entity Name</u>	<u>Amount</u>
	Apple Computer Inc	598.00
	SOLVE-IT COMPANIES	259.98

GENERAL FUND		
Aug-24		
CASH ON HAND	\$ 1,847,703.93	
GENERAL REIMBURSEMENT FUND		
CASH BALANCE		\$ 1,847,703.93
BURT COUNTY TAXES	\$ 1,083,774.78	
WASHINGTON COUNTY TAXES	\$ 266,217.17	
DUE FROM BUILDING FUND	\$ 74,620.42	
OTHER LOCAL RECEIPTS	\$ 400.00	
INTEREST	\$ 1,016.69	
	T. REVENUE	\$ 1,426,029.06
		\$3,273,732.99
PAYROLL	\$ 546,570.70	
EXPENDITURES	\$ 623,565.16	
	T. EXPENDITURES	\$ 1,170,135.86
Ending Balance 8/31/2024		\$2,103,597.13
DEPRECIATION FUND		
Aug-24		
CASH ON HAND	\$ 171,091.92	
CASH BALANCE		\$ 171,091.92
TRANSFER	\$ 200,000.00	
INTEREST	\$ 470.37	\$ 200,470.37
	TOTAL REVENUE	\$371,562.29
EXPENDITURES	\$ 41,988.00	
	TOTAL EXPENDITURES	\$ 41,988.00
Ending Balance 08/31/2024		\$329,574.29
EMPLOYEE BENEFIT FUND		
Aug-24		
CASH ON HAND	\$ 53,404.28	
CASH BALANCE		\$ 53,404.28
INTEREST	\$ 131.68	
NON-REVENUE RECEIPTS (REFUND)		\$ 131.68
	TOTAL REVENUE	\$ 53,535.96
EXPENDITURES	\$ -	
	TOTAL EXPENDITURES	\$ -

ENDING BALANCE 8/31/2024		\$53,535.96
ACTIVITY FUND		
Aug-24		
CASH ON HAND	\$ 93,420.27	
CASH BALANCE		\$ 93,420.27
DEPOSITS	\$ 33,101.66	
TRANSFER IN	\$ 125,000.00	
INTEREST	\$ 271.68	
TOTAL REVENUE		\$ 158,373.34
		\$251,793.61
EXPENDITURES	\$ 30,902.03	
	TOTAL EXPENDITURES	\$ 30,902.03
Ending Balance 08/31/2024		\$220,891.58
LUNCH FUND		
Aug-24		
CASH ON HAND	\$ 86,858.31	
CASH BALANCE		\$ 86,858.31
DEPOSITS	\$ 19,738.70	
TRANSFER IN	\$ 60,000.00	
INTEREST	\$ 259.01	
		\$ 79,997.71
	TOTAL REVENUE	\$ 166,856.02
EXPENDITURES	\$ 9,490.94	
		\$ 9,490.94
Ending Balance 8/31/2024		\$157,365.08
BOND FUND		
Aug-24		
CASH ON HAND	\$ 662,191.36	
CASH BALANCE		\$ 662,191.36
BURT COUNTY TAXES	\$ 160,241.41	
WASHINGTON COUNTY TAXES	\$ 39,440.58	
INTEREST	\$ 1,624.60	
		\$ 201,306.59
	TOTAL REVENUE	\$863,497.95

EXPENDITURES		
	TOTAL EXPENDITURE \$	-
Ending Balance 8/31/2024		\$863,497.95
BUILDING FUND		
Aug-24		
CASH ON HAND	\$ 1,936,521.00	
CASH BALANCE		\$ 1,936,521.00
BURT COUNTY TAXES	\$ 160,081.83	
WASHINGTON COUNTY TAXES	\$ 39,401.22	
INTEREST	\$ 10,861.34	
		\$ 210,344.39
	TOTAL REVENUE	\$ 2,146,865.39
EXPENDITURES	\$ 173,352.42	
		\$ 173,352.42
Ending Balance 8/31/2024		\$ 1,973,512.97

Tekamah-Herman Board Meeting
Elementary Report

10/14/24

Staff and Student Recognition

- Students of the month for September were: Evian Eriksen, Annabelle Thiemann, Paola Barcenas, Colt Snow, Joanna Schuett, Rhett Danielsen, Zaidyn Gladwin, Brayten Metzler, Evelyn Brusegaard, Ellie Jones, Addie Abraham, Evelyn Nun, Sterling Satorie, Mason Langley, Sierra Hayworth
- We continue to have a strong paraprofessional team here at THS, and we are all so grateful for the support they provide for our staff and students. Our elementary paraprofessionals this year are: Rheanna Hayes, Amy Gill, Katie Rieck, Jackie Kellogg, Abby Sheets, Valerie Riofrio, Sarah Braniff, Tiffany Marquardt, Bridgette Braymen, Laken Danielsen, Sara Schmidt, Kelsey Lewis, Mandyn Pruess, and Mary Oliver.

These staff members play a vital role from supervision at lunch, before and after duty to Life Skills classrooms and academic interventions for students. Thank you!

Principal's Report

- Our enrollment for September was 284 students PK-6. We had a student return to our district and is now in third grade.
- Expanding and enhancing our preschool programming for Tekamah-Herman Schools continues to be a priority for me. Early intervention and high quality preschool programming moves the meter and WILL increase student outcomes! Brad, Jason, and I continue to have administrative discussions about the logistics of making this happen for our district. Considerations at this time include:
 - Space to move 6th grade to the secondary side of the building (while maintaining them as elementary students for now)
 - The shifting of rooms for my current staff to better use our limited classroom bathrooms
 - Staffing an additional pre-school teacher and paraprofessional(s)
 - Transitioning preschool to multi-age rooms with an all-day schedule

Tekamah-Herman Board Meeting
Secondary Report

10/14/24

Staff and Student Recognition

- Staff appreciation

Principal's Report

- Veterans Day program, 11/11, 10:00
- Teachers' individual goals
- Student Leadership group
- 7-12 MTSS teams
- Missing assignments list

4057 Superintendent Evaluation

The board shall observe and evaluate the superintendent based upon actual classroom observations for an entire instructional period at least twice during his first year of employment and at least once each year thereafter. Additional evaluations may be conducted at the discretion of the board. For the purposes of this policy, "actual classroom observation" shall mean observing the superintendent performing activities that are typical of his or her position. An "entire instructional period" for administrators cannot be defined in terms of an instructional period and shall be satisfied by the actual observation of some aspect of the superintendent's work during the semester for no less than 40 minutes.

Purpose. The purposes of the formal job evaluation are:

1. To provide a means of rational, structured communication between the board and superintendent to create a more constructive and effective working relationship.
2. To provide a basis for commending, rewarding and reinforcing good work, as well as identifying areas where the superintendent needs to improve.
3. To clarify the superintendent's role and inform the superintendent of the board's expectations.

Dates. Unless otherwise provided for in the superintendent's employment contract, the first year evaluations should take place (1) at or prior to the October board meeting, and (2) at or prior to the January board meeting. Annual evaluations shall take place at a board meeting held during the month before the date in the superintendent's employment contract by which the board must notify the superintendent of its intention to consider the nonrenewal or amendment of the contract. In the absence of such a contract provision, the annual evaluation should take place at or prior to the March board meeting. The Superintendent shall remind the Board members in writing at least 45 days before the date of each upcoming evaluation and shall make his evaluation an agenda item for the board meeting.

Evaluation Document. The superintendent shall submit a recommended evaluation document to the board. The board shall meet and discuss the proposed document with the superintendent. The board may amend and adopt the proposed evaluation document. The board may amend the document or adopt a new document without amending this policy. The superintendent shall submit the evaluation document to the Nebraska Department of Education.

Evaluation Procedures. Each board member shall have the opportunity to complete a draft evaluation document. The board president shall compile the individual draft evaluations into a single and final evaluation, provide a copy to the superintendent, and discuss it with him or her. The superintendent's evaluation may be conducted in closed session if it is necessary to prevent needless injury to the superintendent's reputation and if he or she has not requested it be done in open session.

Deficiencies. If deficiencies are noted in the superintendent's work performance, the board shall provide the superintendent at the time of the observation with a list of deficiencies and a list of suggestions for improvement and assistance in overcoming the deficiencies. The board shall also provide the superintendent with follow-up evaluations and assistance when deficiencies remain, a timeline for improvement, and sufficient time to improve. In the alternative, the board may rely upon the superintendent's education, training, and expertise and require him or her to submit a "list of suggestions for improvement" or plan of improvement for the board's consideration.

Personnel File. The evaluation shall be signed by the board president (or other member of the board) and the superintendent. The superintendent shall place a copy of the evaluation in his or her personnel file. The superintendent may provide a written response to the evaluation to the board. A copy of the response shall also be placed in the superintendent's personnel file. The board may meet with the superintendent to discuss the written response.

Policy Limitation. The evaluation procedures are included in this policy as a result of the board's statutory obligation to evaluate the superintendent and do not give the superintendent any rights not provided by statute. The board's failure to comply with any procedures provided in this policy but not required by law shall not prohibit the board from taking any action regarding the superintendent's employment, up to and including the nonrenewal, amendment, or cancellation of the employment contract.

Tekamah-Herman Board Meeting
Elementary Report

10/14/24

Staff and Student Recognition

- Students of the month for September were: Evian Eriksen, Annabelle Thiemann, Paola Barcnas, Colt Snow, Joanna Schuett, Rhett Danielsen, Zaidyn Gladwin, Brayten Metzler, Evelyn Brusegaard, Ellie Jones, Addie Abraham, Evelyn Nun, Sterling Satorie, Mason Langley, Sierra Hayworth
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 - The shifting of rooms for my current staff to better use our limited classroom bathrooms
 - Staffing an additional pre-school teacher and paraprofessional(s)
 - Transitioning preschool to multi-age rooms with an all-day schedule

Tekamah-Herman Board Meeting
Secondary Report

10/14/24

Staff and Student Recognition

- Staff appreciation

Principal's Report

- Veterans Day program, 11/11, 10:00
- Teachers' individual goals
- Student Leadership group
- 7-12 MTSS teams
- Missing assignments list