

AGENDA

School District #145 - Waverly Public Schools

1. OPENING OF THE MEETING

1.1. Call to Order

1.2. Open Meetings Act

1.3. Publication of Meeting

1.4. Roll Call

1.5. Pledge of Allegiance

2. APPROVAL OF AGENDA

2.1. Approve Agenda

Approval of the agenda for the meeting Passed with a motion by Board Member #1 and a second by Board Member #2.

3. Discussion Items

3.1. Filling open board member seat

4. Convene Closed Session

4.1. Convene Closed Session

4.1.1. Restate Closed Session Reason

5. Reconvene to Open Session

5.1. Reconvene Open Session

To reconvene in open session Passed with a motion by Board Member #1 and a second by Board Member #2.

6. Upcoming Board Activities

6.1. Board Meetings

7. Adjournment

Meeting Notice

Notice of Special Board Meeting
School District 1456 (aka Waverly Public Schools)

The School District 145-Waverly Board of Education will convene in special session at 6:00 p.m. on Thursday, October 25th, 2018 in the Central Office Board Room, 14511 Heywood Street, Waverly, Nebraska.

The purpose of this meeting is to prepare for the upcoming school board candidate interviews.

The agenda for this meeting, which shall be kept continually current, shall be readily available for public inspection at the School District 145-Waverly Central Office, located at 14511 Heywood Street, Waverly, Nebraska.

Posted this 22nd day of October, 2018.

Cory Worrell
Superintendent

James B. Gessford
Rex R. Schultze***
Daniel F. Kaplan
Gregory H. Perry
Joseph F. Bachmann*
R.J. Shortridge*
Joshua J. Schauer*
Derek A. Aldridge**
Justin J. Knight****
Charles Kaplan
Haleigh B. Carlson
Daniel K. Kaplan



PERRY, GUTHERY, HAASE & GESSFORD, P.C., L.L.O.

Of Counsel
John M. Guthery
Thomas M. Haase
Richard D. Sievers
Kelley Baker

*Also admitted in Iowa
**Also admitted in Kansas
***Also admitted in Wyoming
****Also admitted in Colorado

Ernest B. Perry (1876-1962)
Arthur E. Perry (1910-1982)
R.R. Perry (1917-1999)
Edwin C. Perry (1931-2012)

Memorandum

To: Dr. Cory Worrell, Superintendent, School District #145
From: Greg Perry
Date: September 20, 2018
Re: **Accepting a Board Member's Resignation and Filling the Vacancy**

This is in regard to the forthcoming vacancy on the Board of Education.

Action on Resignation

The resignation must be in writing. It does "not take effect until accepted by the board or officer to whom the resignation is tendered."¹ The resignation and the action to accept the resignation must be included in the Board Minutes.²

Timing

The Board must fill the vacancy "within forty-five days after the vacancy occurs unless good cause is shown that the requirement imposes an undue burden."³ The 45-day timeline begins when the Board member's resignation is accepted by the school board.

Notices of Vacancy

Notice of the vacancy is required to be given: "The school board shall give notice of the date the vacancy occurred, the office vacated, and the length of the unexpired term (a) in writing to the election commissioner or county clerk and (b) by a notice published in a newspaper of general circulation in the school district."⁴

¹ Neb. Rev. Stat. § 32-562.

² Neb. Rev. Stat. § 32-570(1) states: "The resignation of a member or any other reason for a vacancy shall be made a part of the minutes of the school board."

³ Neb. Rev. Stat. § 32-574.

⁴ Neb. Rev. Stat. § 32-570(1).

Filling the Vacancy

1. Fill by Appointment. The vacancy is to “be temporarily filled by appointment of a qualified registered voter by the remaining members of the board.”⁵
2. Term of Appointment. The appointed member will serve until the first Thursday after the first Tuesday in January, 2021.⁶
3. Qualifications of Appointee. The appointee must “meet the same requirements as the member whose office is vacant.”⁷ The requirements are that the appointee be a registered voter in the election ward of the school district⁸ and not be employed as a teacher by the school district.⁹
4. Selection of the Appointee. The statutes do not dictate a specific process for selecting the person to fill the vacancy. As such, the process is to be determined by the Board.

Boards have typically used one of the following approaches:

- i. Appoint the non-elected candidate from the last election who received the highest number of votes, after confirming that the candidate is willing to fill the vacancy.

This approach has the advantage of being simple and politically neutral.

The disadvantage, in some cases, is that the person appointed via this approach may not be the most qualified person available.

- ii. Board members informally recruit candidates and Board votes to appoint a successor.
- iii. Formal advertisement, application and interview process.

Where there is no clear “best” candidate to fill the vacancy, or where there are a number of good candidates for the vacancy, the Board may use a formal “vacancy filling process.”

⁵ Neb. Rev. Stat. § 32-570(3).

⁶ Neb. Rev. Stat. § 32-570(3) states: “Except as provided in subsection (4) of this section, a vacancy in the membership of a school board of a Class II, III, IV, V, or VI school district resulting from any cause other than the expiration of a term shall be filled by appointment of a qualified registered voter by the remaining members of the board for the remainder of the unexpired term.”

⁷ Neb. Rev. Stat. § 32-570(3).

⁸ Neb. Rev. Stat. § 32-570(3) and Neb. Rev. Stat. § 79-543.

⁹ Neb. Rev. Stat. § 79-544.

The formal process is as follows:

- (a) Advertise to solicit applicants for the vacancy.
- (b) Have the candidates complete an application to provide information about their background and their reasons for wanting to be on the Board.
- (c) Interview the candidates. The interviews may not be held in closed session.¹⁰ Some Boards have used a Board committee approach to conduct the interviews in private.

5. Appointment Action. Ultimately, whichever process is used, the Board would take action by adopting a motion.

Once appointed, the new member should take the oath of office before voting on any matter.

You must then inform the County Clerk that you have made the appointment.¹¹

6. Attachments: I have provided the following:
 - i. Motion to accept resignation, Motion to appoint, and a notice of vacancy
 - ii. Application forms (one is short; the other version is more detailed)
 - iii. Oath (statutory and ceremonial versions)

¹⁰ Neb. Rev. Stat. § 84-1410: “Nothing in this section shall permit a closed meeting for discussion of the appointment or election of a new member to any public body.”

¹¹ Neb. Rev. Stat. § 32-571: “The written appointment shall be filed with the Secretary of State or county or township clerk.”

Motion to Accept Resignation

Moved by _____ and seconded by _____ that the resignation of Tiffany Johnson from the Board of Education is accepted effective immediately.

Motion to Appoint

Moved by _____ and seconded by _____ that _____ be appointed to fill the position vacated by the resignation of Tiffany Johnson, said appointment to be effective from the date of appointment and continue until a registered voter is nominated at the next primary election and elected at the following general election for the remainder of Tiffany Johnson's unexpired term.

Notice of Vacancy

A vacancy exists in the membership of the school board of School District #145 by reason of the resignation of Tiffany Johnson. The vacancy occurred as of October 31, 2018. The length of the unexpired term is until the first Thursday after the first Tuesday in January of 2021.

Note: This notice is to be: (a) given to the election commissioner or county clerk and (b) published in a newspaper of general circulation in the school district. §32-570(1).

Board Candidate Interview Questions

1. What motivates you to want to become a board member?
2. What attributes are essential for successful school board members?
3. What do you see as the board's roles and responsibilities?
4. What role does policy play/have in the function of the board?
5. Do you have sufficient time/energy to devote to this position?
6. How would you handle a request or concern, if approached, by an individual or special interest group?
7. Identify the qualities an effective board member exhibits?
8. What are the basic requirements for successful school boardsmanship?
9. What is your vision for education in this school district?
10. Do you understand the role of the superintendent? Describe the superintendent's role.
11. Do board members/the board have a role in the day-to-day operation of the district?
12. Can you/should you support a board decision that you are not in favor of?
13. What do you see as the primary work of the board?
14. What kind of relationship should a district/the board have with the community? With the parents and families?
15. How can a board know if the district goals are being accomplished and policies carried out?
16. Who should set the rules governing board procedures, methods, and behavior? Who should enforce them?
17. With one or two meetings a month, all school boards are limited in what they can do. How does/should the board decide what is most important?
18. How can the board be accessible to the community?

19. How can you contribute to a successful board meeting?
20. What responsibilities do board members have regarding advocacy?
21. What do you think is expected of you as a board member?
22. Why are school boards necessary?
23. What are the leadership responsibilities of school board members?
24. What are the current challenges facing education/school boards?
25. What is the most important responsibility of a school board?
26. What is the public relations role of a school board?
27. Is membership on the board of education compatible with your present positions?
28. What questions do you have for the board?

Board Vacancy

MARCIA R. HERRING, DIRECTOR OF BOARD LEADERSHIP
NEBRASKA ASSOCIATION OF SCHOOL BOARDS

Filling a Board Vacancy

From time to time, the board will have a vacant position during the midst of a term. A vacancy is described as follows:

NEB. REV. STAT. § 32-560. Elective office; vacancy; when.

Every elective office shall be vacant, except as provided in section 32-561, upon the happening of any one of the following events at any time before the expiration of the term of such office:

- (1) Resignation of the incumbent;
- (2) Death of the incumbent;
- (3) Removal of the incumbent from office;
- (4) Decision of a competent tribunal declaring the office of the incumbent vacant;
- (5) Incumbent ceasing to be a resident of the state, district, county, township, or precinct in which the duties of his or her office are to be exercised or for which he or she may have been elected;
- (6) Failure to elect at an election when there is no incumbent to continue in office until his or her successor is elected and qualified;
- (7) The candidate who received the highest number of votes is ineligible, disqualified, deceased, or for any other reason unable to assume the office for which he or she was a candidate;
- (8) Forfeiture of office as provided by law;
- (9) Conviction of a felony or of any public offense involving the violation of the oath of office of the incumbent; or
- (10) Incumbent of a high elective office assuming another elective office as provided in subsections (2) through (4) of section 32-604.

Source

Laws 1994, LB 76, § 156;
Laws 1997, LB 221, § 1;
Laws 1997, LB 764, § 51;
Laws 2002, LB 251, § 1.

NEB. REV. STAT. § 32-570.

School board; vacancy; how filled.

(1) A vacancy in the membership of a school board shall occur as set forth in section [32-560](#) or in the case of absences, unless excused by a majority of the remaining members of the board, when a member is absent from the district for a continuous period of sixty days at one time or from more than two consecutive regular meetings of the board. The resignation of a member or any other reason for a vacancy shall be made a part of the minutes of the school board. The school board shall give notice of the date the vacancy occurred, the office vacated, and the length of the unexpired term (a) in writing to the election commissioner or county clerk and (b) by a notice published in a newspaper of general circulation in the school district.

(2) A person appointed to fill a vacancy on the school board of a Class I school district by the remaining members of the board shall hold office until the beginning of the next school year. A board member of a Class I school district elected to fill a vacancy at a regular or special school district meeting shall serve for the remainder of the unexpired term or until a successor is elected and qualified.

(3) Except as provided in subsection (4) of this section, a vacancy in the membership of a school board of a Class II, III, IV, V, or VI school district resulting from any cause other than the expiration of a term shall be filled by appointment of a qualified registered voter by the remaining members of the board for the remainder of the unexpired term. A registered voter appointed pursuant to this subsection shall meet the same requirements as the member whose office is vacant.

(4) Any vacancy in the membership of a school board of a school district described in section [79-549](#) which does not nominate candidates at a primary election and elect members at the following general election shall be filled by appointment of a qualified registered voter by the remaining members of the board for the remainder of the unexpired term.

(5) If any school board fails to fill a vacancy on the board, the vacancy may be filled by election at a special election or school district meeting called for that purpose. Such election or meeting shall be called in the same manner and subject to the same procedures as other special elections or school district meetings.

(6) If there are vacancies in the offices of one-half or more of the members of a school board, the Secretary of State shall conduct a special school district election to fill such vacancies.

Source

Laws 1994, LB 76, § 166;

[Laws 1999, LB 272, § 15;](#)

[Laws 2010, LB965, § 1;](#)

[Laws 2012, LB878, § 3;](#)

[Laws 2013, LB125, § 3;](#)
[Laws 2016, LB874, § 1.](#)

Operative Date: July 21, 2016

To carry out the appointment process as described in law, the board may appoint someone to fill the vacancy and/or, open the process to applications by the board president/superintendent issuing a notice of vacancy to the Election Commissioner's office and local news media. The board then issues a request and accepts applications from interested and qualified registered voters of the district and/or vacant ward. The notice should reflect an appropriate deadline for applications to be submitted to the board, and a timeline and description of how the vacancy will be filled. The Association provides the following sample notice and application for the board's use in this process:

Notice of School Board Vacancy

The (name) Schools Board of Education accepted the resignation of Board Member (name) at the (month) meeting. In accordance with state law, the Board will begin the process of appointing an individual to complete the remainder of (name's) term on the board.

The (name) Board of Education is encouraging community members to consider this volunteer position in support of public education and the students of (name) Public Schools. Applications will be available (month/date), 2018, at the office of the Superintendent located at (address) St., (community), NE. Qualified applicants must be a registered voter and a resident of the (name) School District.

The Board will interview applicants during the (regular or special) (month) board meeting selecting the candidate following the interviews. The newly appointed board member will take the oath of office at the (month) Board meeting.

Application Deadline: (day/month/date, 2018 at (time) P.M.

Submit applications to: (name), Superintendent

(school district name)

BOARD OF EDUCATION APPLICATION

(Name of School District/ESU)

Name:

Mailing Address:

Street Address (if different from above):

Home Phone:

Work Phone:

Cell Phone:

E-mail Address:

Employer:

Briefly describe your reasons for seeking this position, and the qualities that you would bring to the Board:

Candidate Qualifications

School Board Member Qualifications:

- (1) The Candidate must live in and be a legal voter in the district. The Candidate must not have a felony from this state or another state. If the Candidate has had a felony, that felony must either be specifically set aside or pardoned and the right to hold office restored.

NEB. REV. STAT. § 79-543. School board member; qualifications

No person shall file for office, be nominated or elected, or serve as a member of a school board in any class of school district unless he or she is a legal voter in such district.

Under the Nebraska Constitution § XV-2. Official in default as collector and custodian of public money or property; disqualification; felon disqualified

No person who is in default as collector and custodian of public money or property shall be eligible to any office of trust or profit under the constitution or laws of this state. No person convicted of a felony shall be eligible to any such office unless he shall have been restored to civil rights.

NEB. REV. STAT. § 29-113. Felon of other states; disqualified as juror or officeholder; right to vote

Any person who has been convicted of a felony under the laws of any other state shall be deemed incompetent to be a juror or to hold any office of honor, trust, or profit within this state unless such person has been restored to civil rights under the laws of the state in which the felony was committed.

Any person who has been convicted of a felony under the laws of any other state is not qualified to vote until two years after such person has completed his or her sentence, including any parole term.

NEB. REV. STAT. § 29-113. Felon of other states; disqualified as juror or officeholder; right to vote

Any person who has been convicted of a felony under the laws of any other state shall be deemed incompetent to be a juror or to hold any office of honor, trust, or profit within this state unless such person has been restored to civil rights under the laws of the state in which the felony was committed.

Any person who has been convicted of a felony under the laws of any other state is not qualified to vote until two years after such person has completed his or her sentence, including any parole term.

NEB. REV. STAT. § 79-544. School board members; contract to teach prohibited

No member of a school board shall be engaged in a contract to teach pursuant to sections [79-817](#) to [79-821](#) with the school district, which he or she serves as a board member.

Interviewing the Applicants

The board will interview the applicants during a regularly advertised meeting of the board. The interviews will be conducted in open session.

NEB. REV. STAT. § 84-1410. Closed session; when; purpose; reasons listed; procedure; right to challenge; prohibited acts; chance meetings, conventions, or workshops.

“...(f) Nothing in this section shall permit a closed meeting for discussion of the appointment or election of a new member to any public body.

The Association recommends that a copy of each application be distributed to each board member prior to the meeting for their personal review. During the interview, each applicant will respond to a set of questions predetermined by the board. The Association provides a sample of candidate questions for the board’s consideration.

Board Candidate Questionnaire

1. What motivates you to want to become a board member?
2. What attributes are essential for successful school board members?
3. What do you see as the board's roles and responsibilities?
4. What role does policy play/have in the function of the board?
5. Do you have sufficient time/energy to devote to this position?
6. How would you handle a request or concern, if approached, by an individual or special interest groups?
7. Identify the qualities an effective board member exhibits.
8. What are the basic requirements for successful school boardsmanship?
9. What is your vision for education in this school district?
10. Do you understand the role of the superintendent? Describe the superintendent's role.
11. Do board members/the board have a role in the day-to-day operation of the district?
12. Can you/should you support a board decision that you are not in favor of?
13. What do you see as the primary work of the board?
14. What kind of relationship should a district/the board have with the community? With parents and families?
15. How can a board know if the district goals are being accomplished and policies carried out?
16. Who should set the rules governing board procedures, methods, and behavior? Who should enforce them?
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28. What question do you have for the board?

The board may wish to select the questions that will help the board understand the qualities and characteristics each candidate will bring to the board based upon how they respond to the candidate interview. Ultimately, **it is critical that the board understand each individual's motivation for wishing to serve the district as a board member.**

When filling the vacancy, the board may not vote by ballot. Once the board has completed the interviews, begin discussion of the candidates by accentuating the positive attributes each individual brings to the table through the interview questions. The transparency the board desires to ensure is supported through open and honest discussion of the qualities each candidate brings to the board. Through this format, the board is only discussing positive characteristics, thus allowing the candidate of choice to surface.

Once the board has selected the applicant to fill the vacancy, notify the Election Commissioner's office of the appointment, as well as, the Association. Notification to the Association can be done through email and/or update of the NASB Membership Portal. The Association highly encourages the board to carry out a new board member orientation as soon as possible. ■

Application to Fill Board Member Vacancy School District #145 – Ward II

I hereby apply for the position on the Board of Education of School District #145 vacated by Tiffany Johnson – Ward II. I understand that if I am selected, the appointment will be effective from the date of appointment and continue until the first Thursday after the first Tuesday in January, 2021.

Please type or print in ink your responses.

I. PERSONAL & CONTACT INFORMATION

Name Dawn Michele Isaacs
First Middle Last (Maiden)
 Present Address 601 N. 148th. St Telephone (402) 429-3351
Street City State Zip
 E-mail address isaacsdawnm@gmail.com Cell Phone () _____

II. LEGAL REQUIREMENTS

I am a registered legal voter in the School District #145 District residing in Ward II. Yes No.

III. EDUCATIONAL and WORK BACKGROUND

A. SECONDARY SCHOOL(S) ATTENDED

| Name of School | Grades Attended | Special Honors or Recognition |
|-------------------------|-----------------|-------------------------------|
| Pawnee City High School | K-12 | |
| | | |
| | | |

B. COLLEGE or UNIVERSITIES ATTENDED

| Name of Institution | Major | Minor | Year Graduated | Degree |
|------------------------------|----------------|-------|----------------|------------------------------------|
| Bryan School of Nursing | Nursing | | 1997 | Diploma in Nursing |
| Nebraska Wesleyan University | Nursing | | 2010 | Masters of Science in Nursing |
| Nebraska Wesleyan University | Business Admin | | 2016 | Masters of Business Administration |

C. WORK EXPERIENCE—Current and recent employment (paid or volunteer, including school work)

| Years | Position | Duties Performed (Please identify work skills which may correlate to Board service) | Reason for Leaving |
|-------|----------|---|--------------------|
| | | See attached Resume | |
| | | | |
| | | | |
| | | | |
| | | | |

IV. QUESTIONS

Please answer the questions below. If more space is needed please attach additional pages.

1. Experiences with School District #145:

• Do you have or have you had children attend School District #145? Yes No. If yes, give names/grade levels of children attending:

Alexis – 6th; Kayla 4th; Brock 1st _____

• Are you employed by School District #145, or have you been employed in the past by School District #145? If yes, identify the position and dates employed:

No _____

• Have you ever volunteered to assist with activities at School District #145? If yes, identify the time and nature of service provided:

Yes – I frequently attend school field trips and assist with classroom parties, volunteer during Spring Carnival, make frequent donations to the classroom, volunteer to read when needed _____

• Is your spouse or a member of your immediate family employed by School District #145, or have they been employed in the past by School District #145? Yes No. If yes, identify who is or was employed and the position:

• Have you attended meetings of the Board of Education of School District #145? Yes No. If yes, identify your reasons for having attended the meetings:

Attended when there were discussions about the bond and also School security _____

2. Interest in Being a Board Member of School District #145:

• Why do you want to be on the Board of Education of School District #145?

Education is an important part of becoming a productive member of society. For me and my family, we take that very seriously. Personally I have educated myself to become a well-rounded leader within a large Medical Center. Becoming a part of the School District will allow me to better understand and facilitate changes within the district in regards to the ever changing world of education and the tools needed to be equipped with as teenagers move into adulthood.

• What changes or improvements would you seek to make if selected to serve on the Board of Education of School District #145?

I would continue to work on the safety and security of the schools – examples include intruder drills and road safety surrounding the school; student achievement scores and being fiscally responsible within the district.

• If selected, would you intend to seek election for a term beginning after the end of this appointment?

Yes No.

3. Prior Service History:

• Have you ever been a member of a Board of Education or other governmental agency (city, village, etc.)? Yes No.

If yes, describe (school, city, etc. on which you served and dates of service): Emergency Medical Services Oversight Authority, City of Lincoln January 2018 – current; Bryan College of Health Science Nursing Advisory Council 2015-current

- Are you or have you ever been a member of a community service organization which serves people within the area of School District #145? ___ Yes ___ x ___ No.

If yes, describe the community organization, your dates of membership, and any leadership positions held: _____

4. Areas of Concern:

- Have you ever been convicted of a felony or an offense involving harm to a minor or an offense involving theft of money or property? (Note: "convicted" would include pleading no contest): ___ Yes ___ x ___ No.

If yes, describe (offense and dates of conviction and any explanation as to whether the conviction would affect your ability to serve on the Board of Education): _____

5. Why You Should be Selected:

If you would like to offer any additional reasons in support of your application not provided by the above, please give it here:

Thank you for reviewing the application. I believe my work history of being in a Leadership role in a large organization and within the city of Lincoln makes me suitable for the position. Education is something I have always been interested in to continue an individual's personal and professional growth. These reasons entice me to become interested in serving our local school & community, to continue to embrace current policies and practices within the district, and develop growth opportunities when appropriate.

The above statements are true and complete to the best of my knowledge.

Date: _____

Signature of Applicant

We appreciate your interest in serving the School District #145 District. Please submit your application on or before the 19th day of October, 2018 by 4:00 P.M. to:

Dr. Cory Worrell, Superintendent
School District #145
14511 Heywood Street, PO Box 426
Waverly, NE 68462

It is the policy of School District #145 to not discriminate on the basis of sex, disability, race, color, religion, veteran status, national or ethnic origin, age, marital status, pregnancy, childbirth or related medical condition, or other protected status in its educational programs, admission policies, employment policies or other administered programs. Persons requiring accommodations to apply and/or be considered for employment or service positions with School District #145 are asked to make their request to the Superintendent.

Dawn M. Isaacs MSN, MBA, RN

601 N. 148th St. Lincoln NE, 68527
isaacsdawnm@gmail.com
Cell 402-429-3351

CAREER SUMMARY

Results orientated healthcare Director with experience in multiple areas within Patient Care Services in a non-profit organization. Recognized for building strong multidisciplinary teams with a focus on safe, quality patient care. Strengths include adaptability, communication skills, problem solving and a positive outlook.

PROFESSIONAL EXPERIENCE

Nursing Director Bryan Medical Center

**April 2015 – September 2016
Lincoln, Nebraska**

- Serves as the Nursing Director of both Emergency Departments at Bryan Medical Center, an approximately 50 bed department with 150 clinical staff
- Serves as the Nursing Director of all Clinical Services at LifePointe
- Serves as the Nursing Director of Bed Control and the Administrative Manager team within the Medical Center
- Serves as the Nursing Director for the Float Pool and Staffing office, which totals approximately 150 clinical staff
- Responsible for developing a capital and operating budget for areas of responsibility
- Meets Joint Commission and other regulatory and accreditation standards.
- Keeps abreast of current clinical trends and technology for areas of responsibility and provides a system perspective for managers and staff
- Provides leadership and participates in Medical Center improvement initiatives and teams
- Manages clinical emergencies and operates internal and external disaster plan

Practice Administrator Inpatient Physician Associates

**April 2015-September 2016
Lincoln, Nebraska**

- Support 20 physicians and 15 Advance Practice Providers
- Support the implementation and monitoring of business plans
- Support and monitor financial performance
- Recruiting and orienting new physicians and staff
- Oversee staff benefits and retirement
- Develop and monitor benchmarks for practice performance standards
- Oversee patient satisfaction, hospital staff relations, customer service programs
- Oversee billing, HR, and hospital compliance programs as they relate to the practice
- Support and implement procedures to manage the impact of adverse legal events with risk management

Nurse Manager Acute and Progressive Care Med/Surg Areas March 2010-April 2015
Nurse Manager of the Nursing Float Pool which includes the Wound Care Team and
Admission/Discharge/Transfer Nurses

Bryan Medical Center

Lincoln, Nebraska

- Serves as the Nurse Manager for a 33 bed acute and progressive care Med/Surg area encompassing 65 staff members including registered nurses and technicians
- Facilitated the successful renovation of the Med/Surg area into all private rooms
- Serves as the Nurse Manager for a Float Pool that employs 45 individuals
- Chairperson of our newly formed Inpatient HCAHPS Team & Quality Wound Care Team
- Responsible for trialing, initiating, and creating the Admission/Discharge/Transfer Nurse on both Medical Center campuses. This position helps facilitate throughput in the organization.
- Responsible for building the Wound Care Team in the organization which now encompasses 4 FTE's. The involvement spans to education in wound vacs, beds, and outpatient treatment for non-healing wounds.
- Medical Center received the 2010 HealthGrades Patient Safety Excellence Award and the Distinguished Hospital Award for Clinical Excellence.
- Medical Center received the 2012 Firestarter award from Studer Group for Clinical Excellence.
- Responsible for the "Journey to Excellence" for my areas of responsibility:
- Improved Inpatient Satisfaction of "would definitely recommend" from 72.3% FY 2010 to 92% FY 2014 YTD.
- Improved Employee Engagement to 95th %ile in FY 2014 for unit staff.
- Improved Employee Engagement to 92nd %ile in FY 2014 for float pool.
- Met productivity targets in both FY 2012, 2013, & 2014.
- Continued improvement of Quality Measures which include HCAHPS and SCIP data.
- Successfully implemented our electronic medical record in November of 2012 and Computerized Physician Order Management in 2014.
- Served on the National Council of State Board of Nursing as an NCLEX Item Reviewer in 2012.
- Provide leadership in the development of a Clinical Research Unit for first in human drug studies in partnership with Celerion.
- Serves as an Advisory Council member to Bryan College of Health Sciences.
- Recently recognized as a "40 under 40" nurse leader in the state of Nebraska.
- Serve as a mentor to new leaders in the organization.

Assistant Nurse Manager

September 2006-March 2010

- Partners with the Nurse Manager in the implementation of the operations budget by reporting and analyzing variances.
- Takes on a leadership role in role modeling the mission, beliefs, and behaviors of the Medical center, promotes and role models highly effective interpersonal relationships.
- Assists in concurrent and retrospective resolution of patient, family, and/or physician concerns and complaints.
- Assists the Nurse Manger in staffing the unit/area for the safe and efficient delivery of patient care; plays a key role in adhering to the staffing plan.
- Assists the Nurse Manager in the process of interviewing and hiring of staff for the unit/are assigned; promotes the recognition and retention of staff; contributes to the staff's performance appraisal process.

- Timely, objectively, and constructively coach's staff as appropriate when practice and/or safety issues are observed or reported; communicates with the Nurse Manager if a colleague fails to respond to proper guidance or adhere to standards expected for quality care.

Staff RN

July 1997-September 2006

- Initiates assessment and reassessment based on the patient's presenting problems/needs in accordance with Bryan Medical Center's procedures.
- Managed the direct care of ENT, abdominal, vascular, and cardiac surgical patients.
- Precepted new hires on the unit.
- Functioned in the charge nurse capacity of a 48 bed unit.
- Assumed responsibility in a shared or delegated assignment and supports team member's practices through timely communication.

Nursing Technician

November 1996-July 1997

- Performs routine direct nursing care tasks according to identified age-specific patient needs.
- Attends to routine needs for the comfort of patients.
- Adheres to infection control procedures
- Assists with overall unit operations which includes: cleaning and caring for equipment, preparing rooms for incoming patients, emptying trash and linen

EDUCATION

Master of Business Administration

May 2016

Nebraska Wesleyan University

Lincoln, Nebraska

- Major: MSN to MBA bridge program

Master of Science in Nursing

May 2010

Nebraska Wesleyan University

Lincoln, Nebraska

- Major: Nursing Administration

Bachelor of Science in Nursing

May 2006

Nebraska Wesleyan University

Lincoln, Nebraska

- Major: Nursing
- Honors: Member of Sigma Theta Tau, National Nursing Honor Society

Diploma of Nursing

July 1997

Bryan School of Nursing

Lincoln, Nebraska

PROFESSIONAL MEMBERSHIPS

Sigma Theta Tau

LICENSE

State of Nebraska Registered Nurse

CERTIFICATIONS

Basic Life Support

Advanced Cardiac Life Support

VOLUNTEER ORGANIZATIONS

Clinic with a Heart

Relay For Life

Special Olympics

School District 145

Sheridan Lutheran Church

Peer Mentor for Nebraska Wesleyan MBA Program

Bryan College of Health Science Nursing Advisory Council

Volunteer Speaker at Bryan College of Health Sciences

Application to Fill Board Member Vacancy School District #145 – Ward II

I hereby apply for the position on the Board of Education of School District #145 vacated by Tiffany Johnson – Ward II. I understand that if I am selected, the appointment will be effective from the date of appointment and continue until the first Thursday after the first Tuesday in January, 2021.

Please type or print in ink your responses.

I. PERSONAL & CONTACT INFORMATION

Name Robin R. Kappler Hogan
First Middle Last (Maiden)
 Present Address 20201 N. Stable Drive Eagle, Nebraska
68347 Telephone (402) 432-3597
Street City State Zip
 E-mail address robin.kappler1968@gmail.com Cell Phone
 (402) 432-3597

II. LEGAL REQUIREMENTS

I am a registered legal voter in the School District #145 District residing in Ward II. Yes No.

III. EDUCATIONAL and WORK BACKGROUND

A. SECONDARY SCHOOL(S) ATTENDED

| Name of School | Grades Attended | Special Honors or Recognition |
|------------------------------|-----------------|-------------------------------|
| Adams Central Public Schools | K-12 | |
| | | |
| | | |

B. COLLEGE or UNIVERSITIES ATTENDED

| Name of Institution | Major | Minor | Year Graduated | Degree |
|-------------------------|-----------------------|-------|----------------|--------------------|
| Bryan School of Nursing | Nursing | | 1991 | Diploma in Nursing |
| Nebraska Wesleyan | Nursing | | 1992 | Bachelor's |
| College of St. Mary | Health Care Education | | 2010 | Master's |
| College of St. Mary | Health Care Education | | 2018 | EdD |

C. WORK EXPERIENCE—Current and recent employment (paid or volunteer, including school work)

| Years | Position | Duties Performed (Please identify work skills which may correlate to Board service) | Reason for Leaving |
|-------|---------------------|--|--------------------|
| 9 | Assistant Professor | I teach senior level nursing students in the classroom and clinical environments. I chair the admissions, progression, and graduation committee within the undergraduate program and serve as committee member on the college wide academic integrity committee. I have previously served on the educational technology committee. I am also a faculty advisor for 25-30 undergraduate nursing students. | N/A |

●Why do you want to be on the Board of Education of School District #145?

I want to be a board member for District 145 because I value education. I feel that it is important to establish and maintain a strong culture of lifelong learning. I feel that collaboration with all stakeholders is imperative to the continued success of the district. I want to learn more about the operations of District 145 so that I can be a strong advocate, for the patrons in Ward 2 and the entire District. I feel that I am able to be objective, will be attentive to fiscal responsibility, and will be a strong collaborator with the board of education and administration.

●What changes or improvements would you seek to make if selected to serve on the Board of Education of School District #145?

I have no immediate suggestions for changes or improvements. I am very interested in ongoing evaluation and assessment of the curriculum to ensure that our students aren't just meeting standards, but rather, exceeding standards and preparing our students to be lifelong learners that are equipped for the next level in their educational journeys. I would also like to understand what concerns the patrons of the District have, especially those in Ward 2.

●If selected, would you intend to seek election for a term beginning after the end of this appointment?

Yes No.

3. Prior Service History:

●Have you ever been a member of a Board of Education or other governmental agency (city, village, etc.)?

Yes No.

If yes, describe (school, city, etc. on which you served and dates of service): _____

● Are you or have you ever been a member of a community service organization which serves people within the area of School District #145? Yes No.

If yes, describe the community organization, your dates of membership, and any leadership positions held: _____

4. Areas of Concern:

●Have you ever been convicted of a felony or an offense involving harm to a minor or an offense involving theft of money or property? (Note: "convicted" would include pleading no contest): Yes No.

If yes, describe (offense and dates of conviction and any explanation as to whether the conviction would affect your ability to serve on the Board of Education): _____

5. Why You Should be Selected:

If you would like to offer any additional reasons in support of your application not provided by the above, please give it here. I do not have any additional information at this time. I would welcome any

questions or need for clarification regarding the information that I provided. Thank you in advance.

Lined area for providing questions or clarification regarding the information provided.

The above statements are true and complete to the best of my knowledge.

Date: 10.18.18

Rohin Kuppel
Signature of Applicant

We appreciate your interest in serving the School District #145 District. Please submit your application on or before the 19th day of October, 2018 by 4:00 P.M. to:

Dr. Cory Worrell, Superintendent
School District #145
14511 Heywood Street, PO Box 426
Waverly, NE 68462

It is the policy of School District #145 to not discriminate on the basis of sex, disability, race, color, religion, veteran status, national or ethnic origin, age, marital status, pregnancy, childbirth or related medical condition, or other protected status in its educational programs, admission policies, employment policies or other administered programs. Persons requiring accommodations to apply and/or be considered for employment or service positions with School District #145 are asked to make their request to the Superintendent.

Application to Fill Board Member Vacancy School District #145 – Ward II

I hereby apply for the position on the Board of Education of School District #145 vacated by Tiffany Johnson – Ward II. I understand that if I am selected, the appointment will be effective from the date of appointment and continue until the first Thursday after the first Tuesday in January, 2021.

Please type or print in ink your responses.

I. PERSONAL & CONTACT INFORMATION

Name Thomas (Tom) Harold Erlandson
First Middle Last (Maiden)
 Present Address 21704 Deer Haven Trail Eagle, NE 68347 Telephone (402) 540-5999
Street City State Zip
 E-mail address Woodlandhillspro@gmail.com Cell Phone () Same

II. LEGAL REQUIREMENTS

I am a registered legal voter in the School District #145 District residing in Ward II. Yes ___ No.

III. EDUCATIONAL and WORK BACKGROUND

A. SECONDARY SCHOOL(S) ATTENDED

| Name of School | Grades Attended | Special Honors or Recognition |
|----------------------------------|-----------------|-------------------------------|
| Blaine High School Blaine, MN | 10-12 | Graduated with honors |

B. COLLEGE or UNIVERSITIES ATTENDED

| Name of Institution | Major | Minor | Year Graduated | Degree |
|--------------------------------|------------------|-------|----------------|--------------------------|
| St. Cloud State St. Cloud, MN | Health Education | | N/A | N/A |
| Anoka Ramsey Community College | N/A | | N/A | General required classes |
| University of Minnesota | Pre-Med | | N/A | N/A |

C. WORK EXPERIENCE—Current and recent employment (paid or volunteer, including school work)

| Years | Position | Duties Performed (Please identify work skills which may correlate to Board service) | Reason for Leaving |
|--------------|--------------------------|---|--------------------|
| 2001-present | PGA Professional Manager | Managing daily operations + staff Woodland Hills Golf Course | still employed |
| 2012-present | JA Teacher | Teach JA to all grades at Eagle Elementary | still volunteering |

IV. QUESTIONS

Please answer the questions below. If more space is needed please attach additional pages.

1. Experiences with School District #145:

• Do you have or have you had children attend School District #145? Yes ___ No. If yes, give names/grade levels of children attending:

Ray Erlandson 9th grade WHS ; Tyler Erlandson 8th grade WMS

• Are you employed by School District #145, or have you been employed in the past by School District #145? If yes, identify the position and dates employed:

No

• Have you ever volunteered to assist with activities at School District #145? If yes, identify the time and nature of service provided:

PTE President Eagle Elementary 2015; Member & Chairperson of Fun Night & other activities 2011-2015; Foundation for Education Board 2013-14; volunteer WMS PTO (limited)

• Is your spouse or a member of your immediate family employed by School District #145, or have they been employed in the past by School District #145? ___ Yes No. If yes, identify who is or was employed and the position:

• Have you attended meetings of the Board of Education of School District #145? Yes ___ No. If yes, identify your reasons for having attended the meetings:

See what I was possibly getting into - ran for Ward II seat in 2016

2. Interest in Being a Board Member of School District #145:

• Why do you want to be on the Board of Education of School District #145?

I want to help, and do my part. Helping our young people has been a focus of mine since having children. Through coaching, PTE, JA, Church, etc. I have tried to make a positive influence on our kids lives. Being on the Board of Education would allow me to continue trying to improve the lives of our youth.

• What changes or improvements would you seek to make if selected to serve on the Board of Education of School District #145?

To be honest I will be learning as I go. I have been very impressed with the District in our 7 years here. Looking forward to improving things where necessary.

• If selected, would you intend to seek election for a term beginning after the end of this appointment?

Yes ___ No.

3. Prior Service History:

• Have you ever been a member of a Board of Education or other governmental agency (city, village, etc.)? ___ Yes No.

If yes, describe (school, city, etc. on which you served and dates of service):

• Are you or have you ever been a member of a community service organization which serves people within the area of School District #145? Yes ___ No.

If yes, describe the community organization, your dates of membership, and any leadership positions held:

Adult leader, merit badge instructor - Boy Scout Troop 133 Eagle

4. Areas of Concern:

•Have you ever been convicted of a felony or an offense involving harm to a minor or an offense involving theft of money or property? (Note: "convicted" would include pleading no contest): ___ Yes No.
If yes, describe (offense and dates of conviction and any explanation as to whether the conviction would affect your ability to serve on the Board of Education): _____

5. Why You Should be Selected:

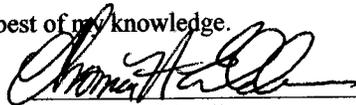
If you would like to offer any additional reasons in support of your application not provided by the above, please give it here: _____

If appointed I will do my best to help make District 145 a great place to learn + grow for all students.

Thank you.

The above statements are true and complete to the best of my knowledge.

Date: 10/9/18


Signature of Applicant

We appreciate your interest in serving the School District #145 District. Please submit your application on or before the 19th day of October, 2018 by 4:00 P.M. to:

Dr. Cory Worrell, Superintendent
School District #145
14511 Heywood Street, PO Box 426
Waverly, NE 68462

It is the policy of School District #145 to not discriminate on the basis of sex, disability, race, color, religion, veteran status, national or ethnic origin, age, marital status, pregnancy, childbirth or related medical condition, or other protected status in its educational programs, admission policies, employment policies or other administered programs. Persons requiring accommodations to apply and/or be considered for employment or service positions with School District #145 are asked to make their request to the Superintendent.