Board of Education Regular Meeting

October 26, 2026 7:00 PM

SPCS Administration Building
765 Main Street
Springfield, NE 68059

Agenda

I. Policy Committee Meeting
   I.A. 3-year Policy Reviews
II. Meeting Roll Call
III. Notice of Open Meetings Act - Posted
IV. Public Comment
V. Items for Discussion
   V.A. Early Retirement Incentive Policy Reminder and **Review** - Discussion Only
   V.B. Staffing Updates and Considerations
   V.C. Construction and Bond Project Updates
   V.D. Veterans Day Program
   V.E. Greater Nebraska Superintendent Meeting Report
   V.F. Policy Committee Report
VI. Action Items
   VI.A. Resignation of Mrs. Melissa Hasty as Principal of Westmont Elementary at the conclusion of the 2026-2027 School Year.
VII. Future Planning
VIII. Adjourn

5020
Rights of Custodial and Non-Custodial Parents

The school district will honor the parental rights of natural and adoptive parents unless those rights have been altered by a court.

The term "custodial parent" refers to a biological or adoptive parent to whom a court has given primary physical and legal custody of a child, and a person such as a caseworker or foster parent to whom a court has given legal custody of a child.

The district will not restrict the access of custodial and non-custodial parents to their students and their students' records, unless the district has been provided a copy of a court order that unambiguously prohibits access to the records or child by either parent. If the district is provided such a court order, school officials will follow the directives set forth in the order.

The district will provide the custodial parent with routine information about his or her child, including notification of conferences. The district will not provide the non-custodial parent with such information on a routine basis, but will provide it upon the non-custodial parent's request unless it has been denied by the courts.

A non-custodial parent who wishes to attend conferences regarding his or her child will be provided information about conference times so both parents may attend a single conference. The district is not required to schedule separate conferences if both parents have been previously informed of scheduled conference times.

If either or both parents' behavior is disruptive, staff members may terminate a conference and reschedule it with appropriate modifications or expectations.

Adopted on: 07-10-2023
Revised on: _____
Reviewed on: _____

5039
Fundraising Activities

All fundraising activities shall require authorization by an administrator.

Adopted on: 07-10-2023
Revised on: _____
Reviewed on: _____

5042
Bulletin Boards

Bulletin boards and other electronic publishing spaces of the district may be provided for the use of students and student organizations for purposes of notifications related to student activities and student groups. The following general limitations apply to all posting or publishing:

1. All postings must be approved by the appropriate building principal or designee. Students may not post any material containing any statement or expression that is libelous, obscene, or vulgar; that would violate board of education policies, including the student code of conduct; or that is otherwise inappropriate for the school environment.

2. All postings must identify the student or the student organization posting or publishing the notice.

3. Published material may be removed after a reasonable time.

Adopted on: 07-10-2023
Revised on: _____
Reviewed on: _____

5043
School-Sponsored Publications

School-sponsored student publications and electronic media productions are part of the school district's instructional program. The board of education supports the development of student communication skills through school-sponsored newspapers, annuals, magazines, and electronic media including computer, video and digital productions.

Student publications and productions must conform to all good scholastic and professional journalistic standards. The board delegates to the superintendent of schools the right to prohibit dissemination of any school-sponsored publication or media production that does not conform to these standards, or which the superintendent or designee deems inappropriate for the school environment.

Adopted on: 07-10-2023
Revised on: _____
Reviewed on: _____

5050
Reporting Related to Exempt (Home) Schools

Students in Nebraska may choose to be educated at an exempt (home) school that meets the requirements of statute and the Nebraska Department of Education.

Pursuant to state law, the school district's administration will inform the appropriate agency of the names of all students who are school age and known not to be in attendance at a public, private, parochial or denominational school that has met the requirements for legal operation prescribed in statute and the rules of the Nebraska Department of Education.

Adopted on: 07-10-2023
Revised on: _____
Reviewed on: _____

5056
Free Expression by Students

The board of education recognizes that students do not shed their constitutional rights at the schoolhouse gate. However, the board of education is responsible for balancing those rights against its responsibility to provide a program of education for students in this district. The board is authorized to preserve order so that the system may function properly.

Students may not engage in any expressive conduct that causes a material and substantial disruption to the educational program; that is lewd, obscene, profane, defamatory, threatening or contains "fighting words;" that advocates the use of substances that are illegal to minors; that incites violence or constitutes a "true threat;" or that urges the violation of law or school rules. Violators will be disciplined in accordance with law and board policy.

Adopted on: 07-10-2023
Revised on: _____
Reviewed on: _____

5064
Supplement, Not Supplant

The district will use Title I, Title II, Title IV, and any other funds subject to Supplement, Not Supplant requirements as required by law. The district will use said funds to Supplement, Not Supplant, state and local funds that would, in the absence of such funds, be spent on Title programs. The district will ensure that Title funds will not be used to provide services which otherwise take the place of public education services that are to be provided to all students.

The district maintains records of the professional development provided at the district level that is funded with Title funds. The Superintendent will ensure that professional development is aligned with the needs of the district's Title programs. Title professional development will not duplicate that which the district provides for non-Title purposes which, in the absence of Title funds, would be provided to all staff.

Adopted on: 07-10-2023
Revised on: _____
Reviewed on: _____

4901
Early Retirement Incentive Program (ERIP)

Purpose
The purpose of Early Retirement Incentive Program is to provide certified personnel, meeting certain qualifications of years of service within the district, an opportunity to accept voluntary separation earlier than normal retirement. "Certified Personnel" is defined for this policy as teachers (preschool, classroom, specialist), counselors, psychologists, media specialists, and speech pathologists. Effective June 1, 2027, "certified personnel" shall not include administrators who were not otherwise grandfathered in with eligibility rules below.

Offer
On or before February 1st each school year, the Board of Education will decide if they will offer the ERIP Incentive or if there are any limits to participation for that current school year. The district will notify certified staff members when that decision is made. If the Board does not act to offer the program before February 1, it is assumed the program will not be offered that school year.

Eligibility
Certificated personnel who are at least 55 years of age and whose age plus years of creditable service at Springfield Platteview Community Schools equals 85 are eligible for participation. Certificated personnel who were hired after July 1, 2018 must be at least 60 years of age and also satisfy the "Rule of 85" to be eligible for participation. Part time employees will be figured at the individual FTE in determining credit.

Sabbatical, medical and other leaves of absence approved by the Board of Education do not constitute creditable service for ERIP.

Creditable service is defined in accordance with the creditable service requirements of the Nebraska State Retirement System rounded down to the nearest full year.

An employee may participate in ERIP only once.

An employee receiving benefits from the Long Term Disability plan is not eligible during that time.

An employee who has received written notice that his/her principal or supervisor does not intend to continue the employee's contract past the end of the current school year is not eligible.

Eligibility Window
Certificated personnel who are or become eligible for this program on or after January 1, 2024, shall be eligible to participate in the program for a period of three school years. For example, a certificated employee who is eligible for this program on January 1, 2024, must choose to

participate in the program in the 2023-24, 2024-25, or 2025-26 school years or forever waive the ability to participate in the program.

Participation

The district shall notify all employees who are eligible for the ERIP incentive on or before February 1 and any deadlines for declaring participation in the program. No employee will be asked to decide participation without at least 45 days of notice.

The employee must declare his/her intent to participate in the voluntary separation program within 45 days from the notice. The employee must complete the ERIP Application form. Any exceptions may be made with Board of Education approval.

Limits of Participation

The Board of Education, in its sole discretion, reserves the right to limit participation in ERIP based on district financial issues. If limits are necessary, the Board will determine the number of incentives to be offered, and notify certified staff members on or before February 1.

The Board will grant a preference if more applications are submitted than available incentives, to longest continuous service in Springfield Platteview Community Schools. In case of a tie, preferences will be decided, in order of importance, to 1) cost of staff member's schedule salary; 2) state and federal regulations, which may mandate certain employment practices; and 3) educational programs to be offered by the district.

Early Retirement Incentive

The participant receives payment based upon his/her last scheduled salary only or as identified in the Early Retirement Incentive Distribution section below, not including extended contracts, extra duty, etc.

Each payment will be equal to the percentage or amount shown in the Early Retirement Incentive Distribution Table. Such payments shall be made annually for five years.

Early Retirement Incentive Distribution

Tier I – Certificated personnel who had at least 20 years of service with Springfield Platteview Community Schools as of August 1, 2023 shall be eligible for the following incentive: 25% of their 2023-24 salary per year for 5 consecutive years (or 125% of their last scheduled salary total).

Tier II – Certificated personnel who had at least 15 years of service but less than 20 years of service with Springfield Platteview Community Schools as of August 1, 2023 shall be eligible for the following incentive: 15% of their last scheduled salary per year for 5 consecutive years (or 75% of their last scheduled salary total).

Tier III – All certificated personnel who do not qualify for Tier I or Tier II benefits shall be eligible for the following incentive: $7,000 per year for 5 consecutive years for a total of $35,000.

The first ERIP incentive payment will be made September 20th in the year of separation. The remaining payments will be made on the anniversary of the first payment, until the full amount is paid.

All ERIP incentive and unused sick leave payments will be deposited in a special pay 403B plan for the participant. If the participant is 55 years or older, the participant may withdraw from the 403B fund as allowed by law. Participants under the age of 55 cannot withdraw from the 403B fund until the age of 55. Participants may not take incentives as cash payments.

Beneficiary

In the event of death of the participant during the ERIP incentive period, the balance of the ERIP separation benefit due will be paid in one lump sum to the participant's beneficiary(ies) or estate at the next scheduled payment date.

Unused Sick Leave

Any teacher exercising this ERIP program will receive a payment equal to one half (1/2) of his/her accumulated sick days times (X) the current rate of substitute pay. This payment will be made in a September payment following the conclusion of his/her teaching for the district. This payment will be made only once.

Date of Adoption: December 11, 2017
Last Revision: February 13, 2012
Last Review: November 10, 2017
Revised Date: January 8, 2024

Legal Reference:
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SPRINGFIELD PLATTEVIEW COMMUNITY SCHOOLS
PROUDLY PRESENTS

VETERANS DAY CEREMONY



11 NOV

PLATTEVIEW HIGH SCHOOL
14801 S. 108TH ST. | SPRINGFIELD, NE

10 AM

THE STUDENTS AND STAFF OF SPRINGFIELD PLATTEVIEW COMMUNITY SCHOOLS WARMLY INVITE YOU TO OUR VETERANS DAY CEREMONY.

Join us at Platteview High School as we honor America's veterans with performances from the PHS band and choir.

Honoring Their Service. Celebrating Their Sacrifice.

Your presence will help us pay tribute to the brave men and women who have served our country.

Future Planning
October 2026

11/9/26	Site Committee 6:00 p.m. Finance Committee 6:30 p.m. Regular Board Meeting 7:00 p.m.
11/11/26	Veterans Day Program 10:00 a.m. - PHS
11/18-11/20	NASB State Education Conference - Omaha
11/23/26	Policy Committee 6:30 p.m. Work Session Meeting 7:00 p.m.
11/16-11/18	No School Thanksgiving Break