

MINUTES
BOARD OF EDUCATION

September 8, 2025

7:00 PM

President Dave Zimmerman called the meeting to order at 7:00 PM with the following members in attendance:

I. Call Meeting to Order

I.A. Roll Call

I.B. Notice of Nebraska Open Meetings Act Posted

II. Approval of Minutes from the August 11th, 2025, Regular Board Meeting

Motion to approve minutes from the August 11th, 2025 Regular Board Meeting. This motion, made by Betsy Frerichs and seconded by Debra Schlake, passed.

Jeff Argo: yes, Dana Dorn: yes, Betsy Frerichs: yes, Jared McKeever: yes, Debra Schlake: yes, David Zimmerman: yes
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: Items for Discussion, Consideration, and/or Action

IV.A. Approval of Bills

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

Motion to approve the general fund, special building fund, depreciation fund, and qualified capitol purpose undertaking fund claims. This motion, made by Dana Dorn and seconded by Jeff Argo, passed.

Jeff Argo: yes, Dana Dorn: yes, Betsy Frerichs: yes, Jared McKeever: yes, Debra Schlake: yes, David Zimmerman: yes
yes: 6, no: 0

IV.A.2. Lunch & Activity Claims

V. Support Service

V.A. Facility Update

V.B. Personnel Items

V.C. Technology Update

VI. Administrative and Committee Reports

VI.A. Student Board Member Report

VI.B. Elementary Principal's Report

VI.C. Secondary Principal's Report

VI.D. Superintendent's Report

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

VII.A. Consider the Approval of an Out-of-State Travel Request (FFA National Convention)

Motion to approve the out-of-state travel request for the FFA National Convention. This motion, made by Debra Schlake and seconded by Jeff Argo, passed.

Jeff Argo: yes, Dana Dorn: yes, Betsy Frerichs: yes, Jared McKeever: yes, Debra Schlake: yes, David Zimmerman: yes
yes: 6, no: 0

VII.B. Superintendent Search Planning

VII.C. Executive Session: Discuss, consider, conduct strategy session and take action on evaluation of personnel.

Motion to enter executive session at 7:47 p.m. to discuss, consider, conduct strategy session and take action on evaluation of personnel. This motion, made by Debra Schlake and seconded by Jared McKeever, passed.

Jeff Argo: yes, Dana Dorn: yes, Betsy Frerichs: yes, Jared McKeever: yes, Debra Schlake: yes, David Zimmerman: yes
yes: 6, no: 0

VII.C.1. Convene Executive Session

VII.C.2. Reconvene Meeting from Executive Session

Motion to reconvene the meeting from executive session at 8:21 p.m. This motion, made by Debra Schlake and seconded by Betsy Frerichs, passed.

Jeff Argo: yes, Dana Dorn: yes, Betsy Frerichs: yes, Jared McKeever: yes, Debra Schlake:

yes, David Zimmerman: yes
yes: 6, no: 0

VII.D. Approval of Policy 5003: Admission of Part-Time Students

Motion to Approve Policy 5003: Admission of Part-Time Students with choice B and 5 credit hours. This motion, made by Jared McKeever and seconded by Debra Schlake, passed.
Jeff Argo: yes, Dana Dorn: yes, Betsy Frerichs: yes, Jared McKeever: yes, Debra Schlake: yes, David Zimmerman: yes
yes: 6, no: 0

VII.E. Option Enrollment Applications

Motion to approve option enrollment applications. This motion, made by Jeff Argo and seconded by Debra Schlake, passed.
Jeff Argo: yes, Dana Dorn: yes, Betsy Frerichs: yes, Jared McKeever: yes, Debra Schlake: yes, David Zimmerman: yes
yes: 6, no: 0

VII.F. Executive Session: Discuss, consider, conduct strategy session and take action with respect to possible real estate purchase, and to provide negotiating guidance to superintendent and legal counsel regarding the same.

Motion to enter executive session at 9:06 p.m. to discuss, consider, conduct strategy session and take action with respect to possible real estate purchase, and to provide negotiating guidance to superintendent and legal counsel regarding the same. This motion, made by Jared McKeever and seconded by Jeff Argo, passed.
Jeff Argo: yes, Dana Dorn: yes, Betsy Frerichs: yes, Jared McKeever: yes, Debra Schlake: yes, David Zimmerman: yes
yes: 6, no: 0

VII.F.1. Convene Executive Session

VII.F.2. Reconvene Meeting from Executive Session

Motion to reconvene the meeting from executive session at 9:22 p.m. This motion, made by Debra Schlake and seconded by Jeff Argo, passed.
Jeff Argo: yes, Dana Dorn: yes, Betsy Frerichs: yes, Jared McKeever: yes, Debra Schlake: yes, David Zimmerman: yes
yes: 6, no: 0

VIII. Adjournment

Motion to adjourn the meeting at 9:23 p.m. This motion, made by Jeff Argo and seconded by Jared McKeever, passed.
Jeff Argo: yes, Dana Dorn: yes, Betsy Frerichs: yes, Jared McKeever: yes, Debra Schlake: yes, David Zimmerman: yes
yes: 6, no: 0

BY

President of the Board of Education

Of this School District

ATTEST

Secretary of the Board of Education

of this School District

Nebraska Open Meetings Act

84-1407. Act, how cited. Sections 84-1407 to 84-1414 shall be known and may be cited as the Open Meetings Act.

84-1408. Declaration of intent; meetings open to public. It is hereby declared to be the policy of this state that the formation of public policy is public business and may not be conducted in secret.

Every meeting of a public body shall be open to the public in order that citizens may exercise their democratic privilege of attending and speaking at meetings of public bodies, except as otherwise provided by the Constitution of Nebraska, federal statutes, and the Open Meetings Act.

84-1409. Terms, defined. For purposes of the Open Meetings Act, unless the context otherwise requires:

- (1)(a) Public body means (i) governing bodies of all political subdivisions of the State of Nebraska, (ii) governing bodies of all agencies, created by the Constitution of Nebraska, statute, or otherwise pursuant to law, of the executive department of the State of Nebraska, (iii) all independent boards, commissions, bureaus, committees, councils, subunits, or any other bodies created by the Constitution of Nebraska, statute, or otherwise pursuant to law, (iv) all study or advisory committees of the executive department of the State of Nebraska whether having continuing existence or appointed as special committees with limited existence, (v) advisory committees of the bodies referred to in subdivisions (i), (ii), and (iii) of this subdivision, and (vi) instrumentalities exercising essentially public functions; and
- (b) Public body does not include (i) subcommittees of such bodies unless a quorum of the public body attends a subcommittee meeting or unless such subcommittees are holding hearings, making policy, or taking formal action on behalf of their parent body, except that all meetings of any subcommittee established under section 81-15,175 are subject to the Open Meetings Act, (ii) entities conducting judicial proceedings unless a court or other judicial body is exercising rulemaking authority, deliberating, or deciding upon the issuance of administrative orders, and (iii) the Judicial Resources Commission or subcommittees or subgroups of the commission;
- (2) Meeting means all regular, special, or called meetings, formal or informal, of any public body for the purposes of briefing, discussion of public business, formation of tentative policy, or the taking of any action of the public body; and
- (3) Virtual conferencing means conducting or participating in a meeting electronically or telephonically with interaction among the participants subject to subsection (2) of section 84-1412.

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

- (1) Any public body may hold a closed session by the affirmative vote of a majority of its voting members if a closed session is clearly necessary for the protection of the public interest or for the prevention of needless injury to the reputation of an individual and if such individual has not requested a public meeting. The subject matter and the reason necessitating the closed session shall be identified in the motion to close. Closed sessions may be held for, but shall not be limited to, such reasons as:
- (a) Strategy sessions with respect to collective bargaining, real estate purchases, pending litigation, or litigation which is imminent as evidenced by communication of a claim or threat of litigation to or by the public body;
- (b) Discussion regarding deployment of security personnel or devices;
- (c) Investigative proceedings regarding allegations of criminal misconduct;
- (d) Evaluation of the job performance of a person when necessary to prevent needless injury to the reputation of a person and if such person has not requested a public meeting;
- (e) For the Community Trust created under section 81-1801.02, discussion regarding the amounts to be paid to individuals who have suffered from a tragedy of violence or natural disaster; or
- (f) For public hospitals, governing board peer review activities, professional review activities, review and discussion of medical staff investigations or disciplinary actions, and any strategy session concerning transactional negotiations with any referral source that is required by federal law to be conducted at arms length.

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

(2) The vote to hold a closed session shall be taken in open session. The entire motion, the vote of each member on the question of holding a closed session, and the time when the closed session commenced and concluded shall be recorded in the minutes. If the motion to close passes, then the presiding officer immediately prior to the closed session shall restate on the record the limitation of the subject matter of the closed session. The public body holding such a closed session shall restrict its consideration of matters during the closed portions to only those purposes set forth in the motion to close as the reason for the closed session. The meeting shall be reconvened in open session before any formal action may be taken. For purposes of this section, formal action shall mean a collective decision or a collective commitment or promise to make a decision on any question, motion, proposal, resolution, order, or ordinance or formation of a position or policy but shall not include negotiating guidance given by members of the public body to legal counsel or other negotiators in closed sessions authorized under subdivision (1)(a) of this section.

(3) Any member of any public body shall have the right to challenge the continuation of a closed session if the member determines that the session has exceeded the reason stated in the original motion to hold a closed session or if the member contends that the closed session is neither clearly necessary for (a) the protection of the public interest or (b) the prevention of needless injury to the reputation of an individual. Such challenge shall be overruled only by a majority vote of the members of the public body. Such challenge and its disposition shall be recorded in the minutes.

(4) Nothing in this section shall be construed to require that any meeting be closed to the public. No person or public body shall fail to invite a portion of its members to a meeting, and no public body shall designate itself a subcommittee of the whole body for the purpose of circumventing the Open Meetings Act. No closed session, informal meeting, chance meeting, social gathering, email, fax, or other electronic communication shall be used for the purpose of circumventing the requirements of the act.

(5) The act does not apply to chance meetings or to attendance at or travel to conventions or workshops of members of a public body at which there is no meeting of the body then intentionally convened, if there is no vote or other action taken regarding any matter over which the public body has supervision, control, jurisdiction, or advisory power.

84-1411. Meetings of public body; notice; method; contents; when available; right to modify; duties concerning notice; virtual conferencing authorized; requirements; emergency meeting without notice; appearance before public body.

(1)(a) Except as provided in subsection (9) of this section, each public body shall give reasonable advance publicized notice of the time and place of each meeting as provided in this subsection. Such notice shall be transmitted to all members of the public body and to the public.

(b)(i) Except as provided in subdivision (1)(b)(ii) of this section, in the case of a public body described in subdivision (1)(a)(i) of section 84-1409 or such body's advisory committees, such notice shall be given by:

- (A)(I) Publication in a newspaper of general circulation within the public body's jurisdiction that is finalized for printing prior to the time and date of the meeting, (II) posting on such newspaper's website, if available, and
- (III) posting on a statewide website, if available, established and maintained as a repository for such notices by a majority of Nebraska newspapers. Such notice shall be placed in the newspaper and on the websites by the newspaper; or
- (B)(I) Posting to the newspaper's website, if available, and (II) posting to a statewide website, if available, established and maintained as a repository for such notices by a majority of Nebraska newspapers if no edition of a newspaper of general circulation within the public body's jurisdiction is to be finalized for printing prior to the time and date of the meeting. Such notice shall be placed in the newspaper and on the websites by the newspaper.

(ii) In the case of the governing body of a city of the second class or village, any advisory committee of such governing body, or the governing body of a rural or suburban fire protection district, such notice shall be given by:

- (A)(I) Publication in a newspaper of general circulation within the public body's jurisdiction that is finalized for printing prior to the time and date of the meeting, (II) posting on such newspaper's website, if available, and (III) posting on a statewide website, if available, established and maintained as a repository for such notices by a majority of Nebraska newspapers. Such notice shall be placed in the newspaper and on the websites by the newspaper;
- (B)(I) Posting to the newspaper's website, if available, and (II) posting on a statewide website, if available, established and maintained as a repository for such notices by a majority of Nebraska newspapers if no edition of a newspaper of general circulation within the public body's jurisdiction is to be

finalized for printing prior to the time and date of the meeting. Such notice shall be placed in the newspaper and on the websites by the newspaper; or (C) Posting written notice in three conspicuous public places in such city, village, or district. Such notice shall be posted by the public body in the same three places for each meeting.

(iii) In the case of a public body not described in subdivision (1)(b)(i) or (ii) of this section, such notice shall be given by a method designated by the public body.

(iv) In case of refusal, neglect, or inability of the newspaper to publish the notice, the public body shall (A) post such notice on its website, if available, (B) request the newspaper submit a post on a statewide website, if available, established and maintained as a repository for such notices by a majority of Nebraska newspapers, and (C) post such notice in a conspicuous public place in such public body's jurisdiction. The public body shall keep a written record of such posting pursuant to subdivision (1)(b)(iv)(A) and (C) of this section and a written record of the request to the newspaper pursuant to subdivision (1)(b)(iv)(B) of this section. The record of such posting shall be evidence that such posting was done as required and shall be sufficient to fulfill the requirement of publication.

(c) In addition to a method of notice required by subdivision (1)(b)(i) or (ii) of this section, such notice may also be provided by any other appropriate method designated by such public body or such advisory committee.

(d) Each public body shall record the methods and dates of such notice in its minutes.

(e) Such notice shall contain an agenda of subjects known at the time of the publicized notice or a statement that the agenda, which shall be kept continually current, shall be readily available for public inspection at the principal office of the public body during normal business hours. Agenda items shall be sufficiently descriptive to give the public reasonable notice of the matters to be considered at the meeting. Except for items of an emergency nature, the agenda shall not be altered later than (i) twenty-four hours before the scheduled commencement of the meeting or (ii) forty-eight hours before the scheduled commencement of a meeting of a city council or village board scheduled outside the corporate limits of the municipality. The public body shall have the right to modify the agenda to include items of an emergency nature only at such public meeting.

(2)(a) The following entities may hold a meeting by means of virtual conferencing if the requirements of subdivision (2)(b) of this section are met:

- (i) A state agency, state board, state commission, state council, or state committee, or an advisory committee of any such state entity;
- (ii) An organization, including the governing body, created under the Interlocal Cooperation Act, the Joint Public Agency Act, or the Municipal Cooperative Financing Act;
- (iii) The governing body of a public power district having a chartered territory of more than one county in this state;
- (iv) The governing body of a public power and irrigation district having a chartered territory of more than one county in this state;
- (v) An educational service unit;
- (vi) The Educational Service Unit Coordinating Council;
- (vii) An organization, including the governing body, of a risk management pool or its advisory committees organized in accordance with the Intergovernmental Risk Management Act;
- (viii) A community college board of governors;
- (ix) The Nebraska Brand Committee;
- (x) A local public health department;
- (xi) A metropolitan utilities district;
- (xii) A regional metropolitan transit authority; and
- (xiii) A natural resources district.

(b) The requirements for holding a meeting by means of virtual conferencing are as follows:

(i) Reasonable advance publicized notice is given as provided in subsection (1) of this section, including providing access to a dial-in number or link to the virtual conference;

(ii) In addition to the public's right to participate by virtual conferencing, reasonable arrangements are made to accommodate the public's right to attend at a physical site and participate as provided in section 84-1412, including reasonable seating, in at least one designated site in a building open to the public and identified in the notice, with: At least one member of the entity holding such meeting, or his or her designee, present at each site; a recording of the hearing by audio or visual recording devices; and a reasonable opportunity for input, such as public comment or questions, is provided to at least the same extent as would be provided if virtual conferencing was not used;

(iii) At least one copy of all documents being considered at the meeting is available at any physical site open to the public where individuals may attend the virtual conference. The public body shall also provide links to an electronic copy of the agenda, all documents being considered at the meeting, and the current version of the Open Meetings Act; and

(iv) Except as otherwise provided in this subdivision or subsection (4) of section 79-2204, no more than one-half of the meetings of the state entities, advisory committees, boards, councils, organizations, or governing bodies are held by virtual conferencing in a calendar year. In the case of (a) an organization created under the Interlocal Cooperation Act that sells electricity or natural gas, (b) an organization created under the Municipal Cooperative Financing Act, (C) a governing body of a risk management pool and any advisory committee of such governing body, or (D) any advisory committee of any state entity created in response to the Opioid Prevention and Treatment Act, such organization, governing body, or committee may hold more than one-half of its meetings by virtual conferencing if such organization holds at least one meeting each calendar year that is not by virtual conferencing.

(3) Virtual conferencing, emails, faxes, or other electronic communication shall not be used to circumvent any of the public government purposes established in the Open Meetings Act.

(4) The secretary or other designee of each public body shall maintain a list of the news media requesting notification of meetings and shall make reasonable efforts to provide advance notification to them of the time and place of each meeting and the subjects to be discussed at that meeting.

(5) When it is necessary to hold an emergency meeting without reasonable advance public notice, the nature of the emergency shall be stated in the minutes and any formal action taken in such meeting shall pertain only to the emergency. Such emergency meetings may be held by virtual conferencing. The provisions of subsection (4) of this section shall be complied with in conducting emergency meetings. Complete minutes of such emergency meetings specifying the nature of the emergency and any formal action taken at the meeting shall be made available to the public by no later than the end of the next regular business day.

(6) A public body may allow a member of the public or any other witness to appear before the public body by means of virtual conferencing.

(7)(a) Notwithstanding subsections (2) and (5) of this section, if an emergency is declared by the Governor pursuant to the Emergency Management Act as defined in section 81-829.39, a public body the territorial jurisdiction of which is included in the emergency declaration, in whole or in part, may hold a meeting by virtual conferencing during such emergency if the public body gives reasonable advance publicized notice as described in subsection (1) of this section. The notice shall include information regarding access for the public and news media. In addition to any formal action taken pertaining to the emergency, the public body may hold such meeting for the purpose of briefing, discussion of public business, formation of tentative policy, or the taking of any action by the public body.

(b) The public body shall provide access by providing a dial-in number or a link to the virtual conference. The public body shall also provide links to an electronic copy of the agenda, all documents being considered at the meeting, and the current version of the Open Meetings Act. Reasonable arrangements shall be made to accommodate the public's right to hear and speak at the meeting and record the meeting. Subsection (4) of this section shall be complied with in conducting such meetings.

(c) The nature of the emergency shall be stated in the minutes. Complete minutes of such meeting specifying the nature of the emergency and any formal action taken at the meeting shall be made available for inspection as provided in subsection (5) of section 84-1413.

(8) In addition to any other statutory authorization for virtual conferencing, any public body not listed in subdivision (2)(a) of this section may hold a meeting by virtual conferencing if:

- (a) The purpose of the virtual meeting is to discuss items that are scheduled to be discussed or acted upon at a subsequent non-virtual open meeting of the public body;
- (b) No action is taken by the public body at the virtual meeting; and
- (c) The public body complies with subdivisions (2)(b)(i) and (ii) of this section.

84-1412. Meetings of public body; rights of public; public body; powers and duties.

(1) Subject to the Open Meetings Act, the public has the right to attend and the right to speak at meetings of public bodies, and all or any part of a meeting of a public body, except for closed sessions called pursuant to section 84-1410, may be videotaped, televised, photographed, broadcast, or recorded by any person in attendance by means of a tape recorder, a camera, video equipment, or any other means of pictorial or sonic reproduction or in writing. Except for closed sessions called pursuant to section 84-1410, a public body shall allow members of the public an opportunity to speak at each meeting.

(2) It shall not be a violation of subsection (1) of this section for any public body to make and enforce reasonable rules and regulations regarding the conduct of persons attending, speaking at, videotaping, televising, photographing, broadcasting, or recording its meetings, including meetings held by virtual conferencing.

(3) No public body shall require members of the public to identify themselves as a condition for admission to the meeting nor shall such body require that the name of any member of the public be placed on the agenda prior to such meeting in order to speak about items on the agenda. The body shall require any member of the public desiring to address the body to identify himself or herself, including an address and the name of any organization represented by such person unless the address requirement is waived to protect the security of the individual.

(4) No public body shall, for the purpose of circumventing the Open Meetings Act, hold a meeting in a place known by the body to be too small to accommodate the anticipated audience.

(5) No public body shall be deemed in violation of this section if it holds its meeting in its traditional meeting place which is located in this state.

(6) No public body shall be deemed in violation of this section if it holds a meeting outside of this state if, but only if:

- (a) A member entity of the public body is located outside of this state and the meeting is in that member's jurisdiction;
- (b) All out-of-state locations identified in the notice are located within public buildings used by members of the entity or at a place which will accommodate the anticipated audience;
- (c) Reasonable arrangements are made to accommodate the public's right to attend, hear, and speak at the meeting, including making virtual conferencing available at an instate location to members, the public, or the press, if requested twenty-four hours in advance;
- (d) No more than twenty-five percent of the public body's meetings in a calendar year are held out-of-state;
- (e) Out-of-state meetings are not used to circumvent any of the public government purposes established in the Open Meetings Act; and
- (f) The public body publishes notice of the out-of-state meeting at least twenty-one days before the date of the meeting in a legal newspaper of statewide circulation.

(7) Each public body shall, upon request, make a reasonable effort to accommodate the public's right to hear the discussion and testimony presented at a meeting.

(8) Public bodies shall make available at the meeting or the instate location for virtual conferencing as required by subdivision (6)(c) of this section, for examination and copying by members of the public, at least one copy of all reproducible written material to be discussed at an open meeting, either in paper or electronic form. Public bodies shall make available at least one current copy of the Open Meetings Act posted in the meeting room at a location accessible to members of the public. At the beginning of the meeting, the public shall be informed about the location of the posted information.

84-1413. Meetings; minutes; roll call vote; secret ballot; when; agenda and minutes; required on website; when.

(1) Each public body shall keep minutes of all meetings showing the time, place, members present and absent, and the substance of all matters discussed.

(2) Any action taken on any question or motion duly moved and seconded shall be by roll call vote of the public body in open session, and the record shall state how each member voted or if the member was absent or not voting. The requirements of a roll call or viva voce vote shall be satisfied by a public body which utilizes an electronic voting device which allows the yeas and nays of each member of such public body to be readily seen by the public.

(3) The vote to elect leadership within a public body may be taken by secret ballot, but the total number of votes for each candidate shall be recorded in the minutes.

(4) The minutes of all meetings and evidence and documentation received or disclosed in open session shall be public records and open to public inspection during normal business hours.

(5) Minutes shall be written or kept as an electronic record and shall be available for inspection within ten working days or prior to the next convened meeting, whichever occurs earlier, except that cities of the second class and villages may have an additional ten working days if the employee responsible for writing or keeping the minutes is absent due to a serious illness or emergency.

(6) Beginning July 31, 2022, the governing body of a natural resources district, the city council of a city of the metropolitan class, the city council of a city of the primary class, the city council of a city of the first class, the county board of a county with a population greater than twenty-five thousand inhabitants, and the school board of a school district shall make available on such entity's public website the agenda and minutes of any meeting of the governing body. The agenda shall be placed on the website at least twenty-four hours before the meeting of the governing body. Minutes shall be placed on the website at such time as the minutes are available for inspection as provided in subsection (5) of this section. This information shall be available on the public website for at least six months.

84-1414. Unlawful action by public body; declared void or voidable by district court; when; duty to enforce open meeting laws; citizen's suit; procedure; violations; penalties.

(1) Any motion, resolution, rule, regulation, ordinance, or formal action of a public body made or taken in violation of the Open Meetings Act shall be declared void by the district court if the suit is commenced within one hundred twenty days of the meeting of the public body at which the alleged violation occurred. Any motion, resolution, rule, regulation, ordinance, or formal action of a public body made or taken in substantial violation of the Open Meetings Act shall be voidable by the district court if the suit is commenced more than one hundred twenty days after but within one year of the meeting of the public body in which the alleged violation occurred. A suit to void any final action shall be commenced within one year of the action.

(2) The Attorney General and the county attorney of the county in which the public body ordinarily meets shall enforce the Open Meetings Act.

(3) Any citizen of this state may commence a suit in the district court of the county in which the public body ordinarily meets or in which the plaintiff resides for the purpose of requiring compliance with or preventing violations of the Open Meetings Act, for the purpose of declaring an action of a public body void, or for the purpose of determining the applicability of the act to discussions or decisions of the public body. It shall not be a defense that the citizen attended the meeting and failed to object at such time. The court may order payment of reasonable attorney's fees and court costs to a successful plaintiff in a suit brought under this section.

(4) Any member of a public body who knowingly violates or conspires to violate or who attends or remains at a meeting knowing that the public body is in violation of any provision of the Open Meetings Act shall be guilty of a Class IV misdemeanor for a first offense and a Class III misdemeanor for a second or subsequent offense.

Revised 06/2025

MINUTES
BOARD OF EDUCATION
August 11, 2025
7:00 PM

I. Call Meeting to Order

President Dave Zimmerman called the meeting to order at 7:00 p.m. and the following members were present: Betsy Frerichs, Dana Dorn, Dave Zimmerman, Jared McKeever, & Jeff Argo. The following administrators were present: Kane Hookstra, Jeff Murphy, & Virginia Moon.

Reasonable advance publicized notice of the meeting was given according to law by publishing, a designated method for giving notice of the school district. Posted Location:

- Fairbury Journal-News

Posted Date: 08/06/2025

Reasonable advance notice was simultaneously given to board members and a copy of their acknowledgment 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

Motion to excuse Debra Schlake. This motion, made by Jeff Argo and seconded by Dana Dorn, passed.

Debra Schlake: Absent, Jeff Argo: yes, Dana Dorn: yes, Betsy Frerichs: yes, Jared McKeever: yes, David Zimmerman: yes
yes: 5, no: 0, Absent: 1

I.B. Notice of Nebraska Open Meetings Act Posted

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

II. Approval of Minutes from the July 14th, 2025, Regular Board Meeting and the August 6th, 2025, Special Board Meeting

Motion to approve minutes from the July 14th, 2025, Regular Board Meeting & the August 6th, 2025, Special Board Meeting. This motion, made by Jared McKeever and seconded by Jeff Argo, passed.

Debra Schlake: Absent, Jeff Argo: yes, Dana Dorn: yes, Betsy Frerichs: yes, Jared McKeever: yes, David Zimmerman: yes
yes: 5, no: 0, Absent: 1

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: Items for Discussion, Consideration, and/or Action

IV.A. Approval of Bills

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

Motion to approve the general fund, special building fund, depreciation fund, and qualified capital purpose undertaking fund claims. This motion, made by Dana Dorn and seconded by Jared McKeever, passed.

Debra Schlake: Absent, Jeff Argo: yes, Dana Dorn: yes, Betsy Frerichs: yes, Jared McKeever: yes, David Zimmerman: yes
yes: 5, no: 0, Absent: 1

IV.A.2. Lunch & Activity Claims

IV.A.2.1. Transfer of Funds from General Funds to Lunch Funds.

Motion to approve transfer of \$200,000 from general funds to lunch funds. This motion, made by Jared McKeever and seconded by Jeff Argo, passed.

Debra Schlake: Absent, Jeff Argo: yes, Dana Dorn: yes, Betsy Frerichs: yes, Jared McKeever: yes, David Zimmerman: yes
yes: 5, no: 0, Absent: 1

V. Support Service

V.A. Facility Update

John Eisenhower provided the school board with a written report on the air conditioning project at the elementary. Sprinkler inspections, asbestos report and bus inspections have been completed. He also reported that a second gaga ball pit has been added at the elementary and the bus routes have been completed and included in the back to school newsletter.

V.B. Personnel Items

The school board welcomes Briana Stearman and Ashli Pierce to the Southern Public School's staff.

V.C. Technology Update

VI. Administrative and Committee Reports

VI.A. Student Board Member Report

VI.B. Elementary Principal's Report

Mr. Hookstra reported the current enrollment at the elementary and preschool for the 2025-2026 is down 20 students from last year. He said this is due to a large class leaving the elementary and a small class entering kindergarten. Both PK3 & PK4 are full with waitlists. Mr. Hookstra

informed the board of the upcoming training for elementary staff and the training that was completed over the summer. Elementary Open House will be on Wednesday, August 20th.

VI.C. Secondary Principal's Report

Mr. Murphy reported that we currently have 3 alternative school spots filled and we will have 7th grade orientation on Tuesday, August 19th. Fall sports started today and Landoll's will be donating Raider shirts to all 7th-12th grade students again this year.

VI.D. Superintendent's Report

Dr. Moon updated the school board on the air conditioning project at the elementary. She reported the system was being pressurized and Johnson Controls would be back tomorrow to begin starting the units. Dr. Moon also discussed the importance of the Strategic Plan for the upcoming school year. She would like to find a way to better our communication with parents, patrons and the community and the district will be focusing on literacy this year.

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

VII.A. Superintendent Search Planning

Dr. Derrick Joel with McPherson & Jacobson came and presented the school board with a tentative timeline and search options for the Superintendent Search. The school board will meet with McPherson & Jacobson again at the regular school board meeting scheduled for Monday, September 8th, 2025.

VII.B. Participation in NASB Training Sessions.

Board members agreed to sign up for the area meeting on September 10th in Nebraska City for those that can attend.

VII.C. Declare the Surplus for Immediate Sale or Disposal

Motion to declare the list provided as surplus for immediate sale or disposal. This motion, made by Jared McKeever and seconded by Jeff Argo, passed.

Debra Schlake: Absent, Jeff Argo: yes, Dana Dorn: yes, Betsy Frerichs: yes, Jared McKeever: yes, David Zimmerman: yes
yes: 5, no: 0, Absent: 1

Based on Policy 3019: Sale or Disposal of School Property, it sets forth the statutory requirement that the sale of school property be approved by a two-thirds vote of the board of education at a regular board meeting. The district has always sold items of monetary value to the general public and the district has never sold items that were not working or that were broken to the general public.

VII.D. Set Special Meeting on September 23, 2025 at 7:00 p.m. in the Board Room in Wymore to Approve Tax Request.

Motion to approve Special Meeting on September 23, 2025 to Approve Tax Request. This motion, made by Betsy Frerichs and seconded by Jared McKeever, passed.

Debra Schlake: Absent, Jeff Argo: yes, Dana Dorn: yes, Betsy Frerichs: yes, Jared McKeever: yes, David Zimmerman: yes
yes: 5, no: 0, Absent: 1

VII.E. Set the Budget Hearing for September 8, 2025, at 6:45 p.m. in the Boardroom in Wymore, NE

Motion to set the Budget Hearing for September 8, 2025, at 6:45 p.m. in the Boardroom in Wymore, NE. This motion, made by Jared McKeever and seconded by Betsy Frerichs, passed.

Debra Schlake: Absent, Jeff Argo: yes, Dana Dorn: yes, Betsy Frerichs: yes, Jared McKeever: yes, David Zimmerman: yes
yes: 5, no: 0, Absent: 1

VII.F. Option Enrollment Applications

Motion to approve of option enrollment applications. This motion, made by Dana Dorn and seconded by Jeff Argo, passed.

Debra Schlake: Absent, Jeff Argo: yes, Dana Dorn: yes, Betsy Frerichs: yes, Jared McKeever: yes, David Zimmerman: yes
yes: 5, no: 0, Absent: 1

<u>Option Out</u>	<u>Option In</u>
1 - High School	1- High School

VIII. Adjournment

Motion to adjourn the meeting at 8:45 p.m. This motion, made by Jeff Argo and seconded by Jared McKeever, passed.

Debra Schlake: Absent, Jeff Argo: yes, Dana Dorn: yes, Betsy Frerichs: yes, Jared McKeever: yes, David Zimmerman: yes
yes: 5, no: 0, Absent: 1

The next Regular Board meeting is scheduled for 7:00 p.m., September 8th, 2025, at Southern Jr./Sr. High School Boardroom 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

PUBLIC PARTICIPATION

INSTRUCTIONS FOR MEMBERS OF THE PUBLIC WHO WISH TO SPEAK:
This is the portion of the meeting when members of the public may speak to the board about matters of public concern.

- **Getting Started:** When you have been recognized, please identify yourself, including an address and the name of any organization you represent. The board may waive the address requirement to protect the security of the individual.
- **Time Limit:** The board will generally allow a total of 30 minutes for the presentation of all public comments. Individuals may speak only one time, and must limit comments to around 5 minutes. If there are more than 6 individuals who wish to address the board, the 30 minutes will be divided equally between the number of speakers. These time limits may be changed by a majority vote of the board members in attendance to extend the time for a specific item or speaker.
- **Personnel or Student Topic:** If you are planning to speak about a personnel or a student matter involving an individual, please understand that the district has a complaint policy and/or procedures to resolve such complaints and concerns. The Board requests that you follow the policy and procedures before addressing these matters with the Board. Board members will generally not respond to any questions you ask or comments about individual staff members or students.
- **General Rules:** This is a public meeting for the conduct of business. Comments from the audience while others are speaking will not be tolerated. Lewd, obscene, profane, slanderous, threatening and hostile conduct or statements and fighting words (words whose mere utterance entails a call to violence) will not be tolerated.
- **No Action by the Board:** The board will not act on any matter unless it is on the published agenda.

Annual Safety & Security Meeting
3:00 p.m. – Monday, August 18, 2025

- I. Review the minutes from the August 19, 2024, Annual Safety & Security meeting*
- II. Standard Response Protocol (SRP) refresher for staff & students*
 - a. Building principals gave an update over this on Monday, August 18, 2025, to staff members*
 - b. They will also review it with all of their students*
- III. A review of the drug dog sniffs during the 2024-2025 school year (Jr./Sr. High School)*
 - a. We will continue to have one drug dog sniff in the fall and one drug dog sniff in the spring (2025-2026 school year)*
 - b. Jeff Murphy will lead this endeavor and he will post information on the website/social media accounts after each drug dog sniff*
- IV. School Emergency Response Mapping Grant Awardees*
 - a. Southern received a \$12,265 grant to complete this*
 - b. Critical Response Group (CRG)*
 - c. The maps have been emailed out to emergency agencies and can also be found on the CRG website.*
- V. Review the 2024-2025 Safety Audit (Conducted by Lang Safety Consulting, LLC)*
 - a. Bruce Lang will again be doing a safety audit for the 25-26 school year.*
- VI. School Safety & Security Policies, Plans, Requirements, Trainings, & Best Practices*
 - a. Here is a list of the required trainings and best practices.*
 - 1. Two tornado drills a year. One in the spring and one in the fall.*
 - 2. One fire drill a month with two in the first two weeks of school.*
 - 3. Two bus evacuation drills. One in the fall and one when students return from winter break.*
 - 4. Lock down drills.*
 - 5. Evacuation/re-locate drill*

- VII. *School Resource Officer (SRO) Update*
 - a. *Diller-Odell, Freeman, & Southern*
 - b. *Thoughts, suggestions, or comments...*
 - c. *Update was given by Deputy Hager*

- VIII. *Safe 2 Help/Anonymous Reporting System (Staff, students, parents, & patrons)*
 - a. *The district switched to Safe 2 Help in the fall of 2023*
 - b. *Students, staff, and parents can anonymously report safety concerns, including bullying, harassment, mental health concerns, weapons, and threats of violence to the administration 24/7/365 and a person is always available to answer concerns live*
 - c. *The building principals will review this information with their students in the fall*
 - d. *Here is a link that provides more information about Safe 2 Help*

§ Link: <https://www.safe2helpne.org>

- IX. *Background checks*
 - a. *Following suit with the other ESU 5 districts, Southern required all sponsors (Parents, guardians, grandparents, older siblings, etc.) to complete a background check prior to being allowed to go on/sponsor a class field trip since the 2021-2022 school year*

- X. *Any other topics or items for the safety committee to discuss?*
 - a. *Mark Meints shared that Wymore is looking at hiring a full time School Resource Officer that would also cover the city of Wymore when school is not in session. The Police Advisory Committee will be discussing this further at their next meeting.*

- XI. *Meeting adjourned at 3:35 PM.*

School Improvement Meeting
9/2/25 Starting at 3:00 p.m.
Room 109 (Jr./Sr. High School Boardroom)

Those in Attendance: Jeff Murphy, Kelsey Stitt, Joni Runge, Kane Hookstra, Steph Ware, Shelby Thernes, Jeff Tunink, Josie Dickinson, Virginia Moon, Dominique Clay, Debra Schlake, Kylie Betten, Jolene Bartels, Shannon Burgess

- 1) Dominique Clay – Can you take minutes at each steering committee meeting this school year?
- a. We will add the minutes to the school improvement website after each meeting

2) Strategic Plan 2024-2029

[Elementary School - Strategic Planning Action Planning](#)

a. Strategy #1: Communication

i. 3-5 priority/actionable items identified by staff on 8/18/25 inservice:

1. Determine opportunities to increase the average years of service within the district.
2. Explore appropriate incentives to attract new staff.
3. Research emerging and existing technologies of communication for our parents and patrons.
 - a. AptaG or Powerschool Programs may be purchased this fall
4. Promote and Market the Southern Brand
5. Continue to provide and enhance a mentoring program for new teachers as well as paras.

b. Strategy #2: Activity Engagement

i. 3-5 priority/actionable items identified by staff on 8/18/25 inservice:

1. Getting Elementary Kids excited about and understanding JH/HS activities / groups to boost involvement
 - a. Welcome Wednesdays → kids from different groups come visit the Elementary to introduce their activity/group
 - b. Rip Roarin Raiders - reward for family pass to get into 1 game free
 - c. Choir kids come over at Christmas Time to sing to the kids
 - i. Also, possibility to start an elementary swing choir
 - d. If kids involved in 3+ activities, they get an incentive
 - e. Theme nights at sporting events
 - f. Ways to draw kids and families to events

c. Strategy #3: Mental/Behavioral Health

i. 3-5 priority/actionable items identified by staff on 8/18/25 inservice:

1. Determine barriers present in students that affect learning.
2. Develop ways to celebrate staff and mental health trainings.
 - a. Recognize staff, Incentives for staff
 - b. Trauma informed teacher
3. Determine the need for and establish school-wide policies for cell phone use.
4. Explore and implement a districtwide behavior model.
 - a. Geared more towards consequences so that everyone is on the same

High School - Strategic Planning Action Planning

d. Strategy #1: Communication

i. 3-5 priority/actionable items identified by staff on 8/18/25 inservice:

- View our action plan ideas here: [Strategies](#)
 1. One-Stop Shop for Teachers to Access All Information: Google Classroom
 - a. <https://classroom.google.com/c/Nzk1NTY5OTc0NzU2?cjc=fhwsd4g5>
 - i. HS Communications group will volunteer to organize / build this for us this year and then it will only need to be updated yearly
 1. See Dominique Clay or Brenda Gronewold if you have suggestions / needs
 - b. Elementary will need to choose / create their own access point
 2. Need for 1 Unified Platform / Calendar
 - a. All coaches, sponsors, teachers, etc. have access and are REQUIRED to update the unified calendar
 - i. Lists all activities, fieldtrips, fundraiser dates, practices, weight room dates, etc.
 3. Need for creation of Scope & Sequence in all JH/HS departments
 - a. Need a **dedicated time** for **ALL departments (Mandatory to be completed)** to work to create a master scope and sequence of all standards/classes

e. Strategy #2: Activity Engagement

i. 3-5 priority/actionable items identified by staff on 8/18/25 inservice:

1. Community Involvement
 - a. Through Theme Nights: See Image to the Right →
 - i. Include supplemental events at current activities to bolster attendance. (ice cream socials, soup suppers, etc.)
 - b. Explore ways to be able to allow free attendance to activities/events.
 - i. Discount Cards for Community Members
2. Explore expansion of recruitment efforts.
 - a. Possible Proposal: If you are involved in one activity, you get in to all activities for free
 - b. If you participate in the theme, you get in for free: Student or Family
 - i. Also part of developing a culture
3. Finding ways to tie participation into credit for graduation
 - a. Possible Proposal: earn credits for being involved in speech, quiz bowl, etc.
4. Open period for students at the end of the day to be involved in other activities:
 - a. Examples: Club Meetings, Quiz Bowl Practices, Speech, Etc.
 - b. Possibility: Scheduled Activities Period



f. Strategy #3: Mental/Behavioral Health

i. 3-5 priority/actionable items identified by staff on 8/18/25 inservice:

- Group's Notes Here:

- ☰ Strategy #3: Mental/Behavioral Health In-Service August 18, 2025

1. More trainings on MTSS: what are the tiers? what to do afterward?
 - a. Sending regular classroom teachers to MTSS conferences
 - i. Create a rotation to send 2 elem and 2 hs
2. Develop a system to improve follow-up to staff after MTSS Meetings
3. Consider ways to improve staff mental health / moral
 - a. Continuum Help - Is it being used?
 - i. They will be coming out at a future inservice
 - b. Team building activities? - forced interaction / build relationships

G. Need to reorganize / restructure goals / ideas so that these are more structured and make these

more consistent

1. Example: breaking communication into 2 facets: communication with stakeholders and mental health
2. Needed Categories:
 - a. Communication
 - i. to StakeHolders
 - ii. Internal
 - b. Mental Health @ High School
 - c. Behavior: specifically @ elementary
 - d. Activity Involvement
 - e. Staff Retention
3. Each group needs to create a plan of implementation for each goal presented above
 - a. How would this happen? What would this take? How can we make this possible?
4. Restructure groups so that people are in groups that they are passionate about
 - a. Need for a chair and/or notetaker for

3) Books Study (2025-2026 School Year)

- a. The Illustrated Guide to Visible Learning: An Introduction to What Works Best in Schools, 1st Edition, by John Hattie, Douglas Fisher, Nancy Frey, & John T. Almarode i. Preview Chapters 1-10 Discussion Questions [Visible Learning Discussion Questions](#)

4) ESU 5 School Improvement Support Day September 25, 2025 in Beatrice a. Staff registered to attend: Kane Hookstra, Stephanie Ware, Shannon Burgess, Shelby Thernes, and Jeff Tunink.

5) [2025 Nebraska MTSS Summit](#) – Hybrid "Road Trip! Navigating Literacy on the MTSS Highway" Thursday, Oct. 9-Friday, Oct.10, 2025 Younes Conference Center North Kearney, Nebraska. (Drive up Wednesday evening. Conferences are all day Thursday and then half day on Friday) Registration deadline is Sept. 15.

- a. Those Attending: Kane Hookstra, Steph Ware
- b. Suggestions:Any interest in attending?

6) Parents/Community Members Voice

- a. Do you have any thoughts on how we can make the district better for both the students and the staff members in our district?
 - i. Any thoughts on any possible improvement ideas?
- b. Kelsey Stitt has had businesses approach her about getting more involved in school events beyond just financial giving
 - 1. Examples: coffee/tea shop open during Homecoming Bonfire, Painting windows around town for homecoming, participating in dress up days, color contests for school kids

7) Southern Spotlight

- a. Completed on a quarterly basis
- b. What are your thoughts for the 1st quarter Southern Spotlight
 - i. The district creates these intentional quarterly publications as part of the school improvement process to market the district and to display positive achievements of the Southern staff and students.
- c. Ideas:
 - New Gym Update, FFA (National Convention), Senior Parking Spots, Homecoming Themes
 - Next Quarter: Homecoming (October 3rd)

8) Other thoughts or suggestions for the committee to consider...

9) Next SI Meeting – Monday, October 6 at 3:00 p.m. in room 109 at Jr/Sr. High School

- a. What items need to be completed by the next steering meeting?