

**MINUTES OF REGULAR BOARD OF EDUCATION MEETING  
HERINGTON UNIFIED SCHOOL DISTRICT 487  
CITY/SCHOOL OFFICES  
19 NORTH BROADWAY  
Monday, November 17, 2008  
6:30 P.M.**

Mrs. Diana Floyd called to order the regular meeting of the Board of Education of U.S.D. 487 at 6:30 p.m. November 17, 2008. Board members and other staff present were: Mr. Alan Stuart, Mr. Phil Brockmeier, Mr. Bret Beye, Mrs. Stacey Berndt, Mr. David Powell, Mr. Rod Erickson, Superintendent John Thissen, and Clerk of the Board Robyn Heitfield.

**1. ADOPTION OF AGENDA**

David Powell moved (Beye) to adopt the agenda. Motion carried 7-0.

**2. APPROVAL OF MINUTES**

Rod Erickson moved (Stuart) to approve the minutes of October 20, 2008 as presented. Motion carried 7-0.

**3. PUBLIC FORUM**

**4. ADMINISTRATORS' REPORTS**

Mr. Rich DeMont reported the following:

- Teachers began work on the mission statement for the school as required for the new NCA five-year cycle
- Two new gym doors were installed on the west side of the building
- Staff met on November 5 to discuss strategies to assist students who were not making AYP
- The military liaison officer was present during parent teacher conferences to speak with some of the families of students.
- Passwords for Skyward were given to parents during conferences
- Mr. DeMont attended a workshop in Colorado funded by the Department of Education. The workshop was represented by seven states all with similar concerns. Among the concerns were retention and hiring of teachers. The National Math Panel also dropped 30 standards in Math deciding there were too many.

Mr. Jon Utech reported the following:

- Staff training was given on smart boards and templates within Excel.
- A calendar will be distributed to building administrators each week with a training schedule

Mr. Steve Mies reported on the following activities at the Middle/High School:

- The High School presented "Back to the 80's" musical at the Hilltop for the community
- The Cloud County singers performed at the High School
- Staff met on November 5<sup>th</sup> to discuss new goals for NCA, with the

exception of the P.E. and music teachers and librarians who met with their respective colleagues

- Standard of Excellence banners and NCA flags are displayed at both buildings

#### **5. STANDARD OF EXCELLENCE**

Mr. Thissen reported on the 2007-08 Standard of Excellence results. The District met 15 of the possible 26 areas which is a tremendous accomplishment. The Elementary and Middle schools received Standard of Excellence as buildings. Mr. Thissen pointed out that although the High School did not meet standard as a building, they had the most improvement in the District. Scores improved tremendously in Math and Reading. All levels were met with the exception of exemplary which was short by only 1.5%. Stacey Berndt made a motion (Powell) to formally recognize all teachers and students for their efforts in reaching the Standards of Excellence for 2007-08 in reading, math, writing, science and history/government and to recognize all students for improvement of their scores. Motion carried 7-0. Diana Floyd was directed by other board members to email staff and students with a formal thank you.

#### **6. SECRETARIAL SUBSTITUTES**

A recommendation was made by Mr. Thissen to use the current procedure that is being utilized when paying substitutes for food service. David Powell moved (Berndt) to direct the superintendent to use similar practice as Food Service when paying substitute secretaries. Motion carried 7-0.

#### **7. ECONOMIC DEVELOPMENT REPORT**

Cindy Roberts was present to report the numerous improvements and opportunities the Economic Development Committee has developed for the community. Goals included establishing a community fund foundation to bring youth back to the area. David Powell expressed his appreciation to Mrs. Roberts for her work.

#### **8. FOUR YEAR TECHNOLOGY CYCLE**

Jon Utech provided the Board with a list of priorities and goals of the District. To aid in maintaining these goals, three technology replacement options were presented. The board reviewed and discussed each option in length. The board asked Mr. Utech to provide a detailed budget regarding technology expense and student use of technology at the December regular meeting.

#### **9. 2009 ACTIVE HEALTH SELF GRANT**

A grant was offered through The Community Foundation of Dickinson County in the amount of \$3,400. This grant will provide funding for the 2009 Active Healthy Self Camp this summer. Alan Stuart moved (Powell) to accept the grant. Motion carried 7-0.

#### **10. QUALITY OF LIFE COALITION**

**Work is** ongoing by a task force created by Quality of Life Coalition. A very sizable grant has been awarded and agreements are being created to be used by School Districts in reducing underage drinking.

## **11. NEPOTISM POLICY**

Two policies GACCA (December 18, 2006) and GAGA (November 20, 2006) are currently listed in the District's Policy manual. Mr. Thissen asked the board for direction regarding this issue. Although KASB is reviewing the District's policies, possibilities could arise in hiring before the audit is complete. Phil Brockmeier moved (Beye) to strike policy GACCA and readopt policy GAGA. After further discussion, the motion was adopted 4-3 with David Powell, Rod Erickson and Diana Floyd casting no votes.

## **12. MEALS FOR BUS DRIVERS**

An increase of \$1.50 to the current meal reimbursement for bus drivers hired for activity trips was recommended by Mr. Thissen. Bret Beye moved (Berndt) to increase meal reimbursement for activity bus drivers to \$6.00 per meal. Motion carried 6-1. Mr. Powell cast the no vote. He then questioned why this was a board approved request.

## **13. SUBSTITUTE TEACHER PAY**

Information was provided on substitute teacher pay from several districts within a 60 mile radius of Herington schools. The board discussed the variances in pay and agreed to continue discussions during future meetings.

## **14. FINANCIAL PLANNING FOR FACILITIES UPDATING**

Further information is desired in determining what the community wants regarding facility improvement. Mr. Thissen suggested several options for board members. He reminded them that 8 mills could be pulled from Capital Outlay to finance much needed repairs and improvements, another Bond Election could be held or they could do nothing. A survey could be mailed to all voters to determine what was supported vs. what was not. A special meeting date will be discussed at the December meeting once a list of voters is obtained from Dickinson County.

## **15. SECTION 403B PLAN**

Effective January 1, 2009, changes will be put into place regarding employee 403B plans enforced by the IRS. These changes require a plan document be created by employers and much guidance be administered. American Fidelity has offered to be the District's service provider for a yearly fee of \$12.00 per employee contributing to a 403b. Stacey Berndt moved (Brockmeier) to allow American Fidelity to be the District's 403b plan administrator. Motion carried 7-0.

## **16. PERSONNEL**

### **A. Executive Session**

At 9:15 p.m., Stacey Berndt made a motion (Powell) for the Board to go into executive session for the purpose of discussing personnel matters for non-elected personnel; with the Board returning to the open meeting at 9:40 p.m., and that Mr. Thissen attend. The executive session is required to protect the privacy interests of identifiable individuals. Motion carried 7-0. Mr. Thissen left the meeting at 9:30 p.m.

**B. Superintendent Evaluation**

The first evaluation of the Superintendent for the 2008-09 school year has been completed. David Powell commended the Superintendent and Board Clerk for their services to the District.

**C. Update on new Teachers**

**D. Resignation**

David Powell moved (Brockmeier) to accept the resignation of Lyneva Bryan as the Middle School head volleyball coach and thank her for her years of service. Motion carried 7-0.

**E. Action on Personnel**

**F. Employee Overtime**

The Board reviewed the employee overtime report for October 2008 payroll.

**17. SUPERINTENDENT'S REPORT**

**A. Budget**

The Board was given the current budget summary through October 2008.

**B. Credit Cards**

Credit card statements were supplied for all cardholders for Board review.

**C. Board Policy Audit**

The previously paid fee of \$950.00 was omitted from KASB's audit contract. A new contract will be drafted and sent out for signatures.

**D. Bus Sale**

Bus 8 was up for public bid. Mr. David Becker was the highest bidder for \$777.77.

**E. Bus Drop Off**

An incident involving a student drop off occurred October 10. The student was dropped off at a designated location without a parent present. Meetings were scheduled between the administration, transportation director, parents and the driver in question since the incident and steps have been taken to prevent this in the future.

**18. VOUCHERS**

A motion was made by Mr. Bret Beye (Brockmeier) to approve vouchers as presented. Motion carried 7-0.

**19. POSSIBLE AGENDA ITEMS FOR NEXT REGULAR BOARD MEETING**

A. Financial Planning for Facilities

**20. FOR THE GOOD OF THE ORDER**

David Powell made a motion (Stuart) commending high school students and instructor, Mrs. Anne Otte for the musical presented the prior week. Motion passed 7-0. It was noted this was the "best performance ever."

**21. ADJOURNMENT**

At 10:10 p.m. David Powell moved (Beye) to adjourn the meeting. Motion carried 7-0.

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Robyn Heitfield, Clerk of the Board of Education

Attest: \_\_\_\_\_  
Diana Floyd, President

Date: \_\_\_\_\_