

School Board Executive Summary

Topic: Board Policy for Approval: #4770

Date: July 13, 2026

Presented by: Nick Lesiak, In-House Legal Counsel



Recommended Action: ☐ Information Only
☐ Presentation/Discussion
☒ Discussion/Action by Board of Education
☐ Presentation/Action Next Meeting

Recommendation: Approval of revisions to one existing policy, previously presented for board discussion and consideration on June 15, 2026.

Background: The Board of Education and the District adhere to a regular policy review process to ensure: timely and appropriate updates to existing policies; the implementation of new policies as warranted; the elimination of outdated / conflicting policies; and grammatical / language revisions as needed.

4770 - Recognition of Employee Organizations (Personnel)

LB 429 requires the District to provide equal access to any professional employees' organization (as defined in the policy and statute) if the same access is given to one professional employees' organization. These changes reflect this new requirement.

Attachment(s): Redline copy of policy 4770

TOPIC CATEGORY: PERSONNEL
NUMBER CATEGORY: 4000
TITLE: RECOGNITION OF EMPLOYEE ORGANIZATIONS
NUMBER: 4770

~~The Board recognizes the right of staff members to belong to organizations for bargaining purposes pursuant to state statutes.~~

The Board will negotiate in accordance with Nebraska law (1) ~~with employee associations~~ organizations that have been ~~established~~ certified or recognized in accordance with public employee bargaining statutes. The Board or administration will coordinate with certified or recognized organizations for purposes of collective bargaining and (2) ~~with local collective bargaining unit representatives at mutually agreeable times.~~

The Board recognizes the right of staff members to belong to professional employee organizations. A professional employee organization means any organization that engages in one or more of the following activities: providing liability protection or collective bargaining on behalf of certificated employees.

The District will allow professional employee organizations to make reasonable use of District facilities for meetings outside the District's and the employees' work hours. With administrative approval, such organizations may use District resources, post notices of meetings, and provide other information on bulletin boards designated for this purpose, and use District email and mailboxes for delivery of information specific to the organization. Professional employee organizations must pay for all supplies used, damage caused, or the loss or theft of borrowed property.

For purposes of recruiting new members, professional employee organizations may host or attend certain meetings of certificated staff outside the District's and the employees' work hours. Attendance at any staff meetings does not include all-staff, building-level, committee, or other meetings called by the District, unless those meetings are open to other organizations or if required by law.

Unless otherwise specified in this Policy or permitted law, professional employee organizations will be treated equally, and the District will not designate any day or break by reference to any specific organization.

Legal Reference: Statute 48-816

POLICY ADOPTED: April 3, 1973

POLICY REVIEWED AND ADOPTED: March 9, 1987

POLICY AMENDED: February 6, 1989

POLICY AMENDED: October 7, 2024

POLICY AMENDED: July 13, 2026