

School Board Agenda
February 12, 2024

1. **Call Regular Meeting to Order:** Time: _____
2. **Announcement of Open Meeting Act Posting:**
3. **Pledge of Allegiance:**
4. **District Mission:** Crawford Public Schools in partnership with our parents and community, are committed to challenging our students to develop ownership in their own education and empower each student to become resourceful, respectful, and responsible citizens.
5. **District Vision:** Graduates of Crawford Public Schools will become lifelong learners with the ability to be successful in life.
6. **Roll Call:**
Board members present: JR Wasserburger, Joe Vogel, Don Edelman, JoElla Norman, Alicia Robertson, and Erin Norman.

Administrators Present: Mo Hanks and Keri Homan

Excusing a board member (if necessary)
Motion by _____, seconded by _____ to excuse _____ from the meeting.
7. **Agenda Approval:**
Motion by _____, seconded by _____ to approve the agenda.
8. **Public Comment:**
9. **Minutes Approval:** January 8, 2024 Regular Board Meeting
Motion by _____, seconded by _____, to approve the minutes of the January 8, 2024 regular board meeting.
10. **Approval of Claims, Warrants, and Transfers:**
Motion by _____, seconded by _____, to approve the claims, warrants, transfers, and payroll disbursements excluding D&S Market effective February 15, 2024.
11. **Approval of Claims to D&S Market:**
Motion by _____, seconded by _____ to approve the claims, from D&S Market for \$22.88
12. **Student Report:** Members of the Crawford Student Council will provide a report to the Board.

13. Staff Members Reports: Jason Van Beek, Carolyn Erixson, and Waldo Goff will provide a report on the school's Facilities, Grounds, and Transportation.

14. Board Member Reports: Negotiations Committee (Joe, Alicia, and Don)

15. Principal's Report: Mrs. Homan

16. Superintendent Report: Mr. Hanks

- a. **2024-25 School Calendar:** The proposed calendar was shared with administration, staff, and board members. Outside of one minor discrepancy at the end of the school year (which was corrected); all stakeholders have endorsed the proposed calendar. Next year is a roll-back year regarding NSAA activities; therefore, we will start a little later in August and get out a little later in May. However, there will be a two-week break for Christmas and Spring Break will fall on the girls basketball state tournament. I am recommending that you approve the proposed calendar for the 2024-25 school year.
- b. **Substitute Teacher Pay Rates:** In conjunction with the recommendation by the board negotiations committee; I am recommending that you approve the following increases regarding substitute teacher pay rates:
 - Subs with a teaching certificate will be compensated \$150 per day. Certified subs who have served 20 days and/or 10 consecutive days in the same capacity will be compensated at \$165 per day for the remainder of the school year.
 - Subs with a local sub certificate will be compensated \$120 per day. Local subs who have served 20 days will be compensated at \$135 per day for the remainder of the school year.
 - These changes will go into effect for the 2024-25 school year.
- c. **2024-25 Classified Wages:** In conjunction with the recommendation by the board negotiations committee; I am recommending that you approve the following increases regarding classified employee pay rates:
 - All current employees will receive a raise of \$1.50 beginning on September 1, 2024 which is the start of the next fiscal year. This will coincide with the increase to the Nebraska Minimum Wage Law.
 - The base wage (minimum starting pay) for all positions with the exception of occasional or part-time employees will also be increase by \$1.50. The occasional or part-time employees base pay will remain at \$12.00/hour. This increase will also coincide with the increase to the Nebraska Minimum Wage Law and will help keep us competitive in recruiting new employees.
 - Allow administration to offer 50 cents per year of experience and match the number of years that teachers receive (currently five years). If the number of years experience paid for teachers would increase, then the years of experience allowed for classified staff would match that increase. This will also allow us to be competitive in recruiting new employees (especially those with experience).
- d. **2024-25 Administrator Contracts:** The negotiations committee is recommending a 4.5% total increase for both administrators:
 - The 2024-25 Contract for Mrs. Keri Homan will be \$99,500 (\$4,500 increase)
 - The 2024-25 Contract for Mr. Eugene Hanks will be \$133,000 (\$5,500 increase)

- e. **Sports Coop with Sioux County in golf:** During Sioux County's January Board Meeting, their Board voted 3-3 and did not approve continuing the two-year coop in girls basketball. By a 5-1 vote they did approve continuing the coop in golf. For a coop to be approved by NSAA, the Boards from both schools need to first approve the coop. Coach Osmotherly is fine if the coop continues; however, I do not have a recommendation one way or the other. I will leave this decision entirely up to you as board members.
- f. **Resignation of MiaKayla Koerber:** Ms. Koerber was offered and accepted a similar position in her hometown of Chadron. I am recommending that you approve her resignation. I would also like to thank Ms. Koerber for her two years as our Ag Teacher/FFA Sponsor and wish her continued success at Chadron Public Schools.
- g. **Possible Resignations and/or Hires:** For the months of February, March, and April, I will have a generic action item for possible resignations and for possible hires. We do have a couple staff members that are looking at other options and as positions open up, we will work hard to fill these positions. If we get a late resignation or hire, we want the option to be able to approve it as soon as possible and not have to wait a full month.
- h. **Future Committee Meetings:** We will wait until the March Board Meeting to set dates and times for the Safety Committee and the Transportation/Facilities Committee to meet.
- i. **Discussion Item – NRCSA Conference:** The NRCSA Conference will take place on March 14th and 15th with a pre-conference session on March 13th. I need to know if any board members are interested in attending.

17. Action Items:

- a. **Approve the 2024-25 school calendar:**
Motion by _____, seconded by _____, to approve the 2024-25 school calendar as presented.
- b. **Approve an increase in substitute teacher pay for the 2024-25 school year:**
Motion by _____, seconded by _____, to approve increases as presented in substitute teacher pay for the 2024-25 school year.
- c. **Approve an increase of \$1.50/Hour for all current classified employees to go into effect on September 1, 2024:**
Motion by _____, seconded by _____, to approve an increase of \$1.50/Hour for all current classified employees to go into effect on September 1, 2024.
- d. **Approve a \$1.50 increase on the base pay for all classified positions with the exception of occasional or part-time employees. This change will go into effect for the 2024-25 school year:**
Motion by _____, seconded by _____, to approve a \$1.50 increase on the base pay for all classified positions with the exception of occasional or part-time employees. This change will go into effect for the 2024-25 school year.

- e. **Approve a change to “Item 35” of the classified handbook allowing administration to compensate for experience in the position an employee is hired at the rate of \$.50/year for the same number of years offered teachers in the negotiated agreement:**
Motion by _____, seconded by _____, to approve a change to “Item 35” of the classified handbook allowing administration to compensate for experience in the position an employee is hired at the rate of \$.50/year for the same number of years offered teachers in the negotiated agreement.
- f. **Approve a PK-12 Principal Contract in the amount of \$99,500 with Mrs. Keri Homan for the 2024-25 school year:**
Motion by _____, seconded by _____, to approve a PK-12 Principal Contract in the amount of \$99,500 with Mrs. Keri Homan for the 2024-25 school year.
- g. **Approve a Superintendent Contract in the amount of \$133,000 with Mr. Eugene Hanks for the 2024-25 school year:**
Motion by _____, seconded by _____, to approve a Superintendent Contract in the amount of \$133,000 with Mr. Eugene Hanks for the 2024-25 school year.
- h. **Approve a two-year sports Coop in boy’s golf with Sioux County for the 2024-25 and 2025-26 school years:**
Motion by _____, seconded by _____, to approve a two-year sports Coop in boy’s golf with Sioux County for the 2024-25 and 2025-26 school years.
- i. **Approve the resignation of MiaKayla Koerber:**
Motion by _____, seconded by _____, to approve the resignation of MiaKayla Koerber.
- j. **Approve any other resignations from Crawford Public Schools:**
Motion by _____, seconded by _____, to approve the resignation of _____.
- k. **Approve any other hires for Crawford Public Schools:**
Motion by _____, seconded by _____, to approve the hire of _____ for the position of _____.

18. Discussion Item: Are any Board Members interested in attending NRCSA Conference in March?

19. Information Items:

- a. March Board Meeting will be at 6:00 pm on Monday, March 11th in the DL Building.
- b. Annual NRCSA Conference is March 13-15 at the Younes Conference Center in Kearney.

20. Meeting Adjourned: Time: _____

Motion by _____, seconded by _____ to adjourn.