

School Board Agenda
March 12, 2025

- 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, Erin Norman, Steve Mallery, and Jarrod Allen.

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:**
 - a. February 10, 2025 Regular Board Meeting**
Motion by _____, seconded by _____, to approve the minutes of the February 10, 2025 regular board meeting.
- 10. Approval of Claims, Warrants, and Transfers:**
Motion by _____, seconded by _____, to approve the claims, warrants, transfers, and payroll disbursements effective March 14, 2025.
- 11. Student Report:** NHS Students will provide an annual report to the Board
- 12. Staff Member Report:** Jazlyn Reitz will provide an AD Report
- 13. Board Member Reports:**
 - a. Negotiations Committee Report – Joe Vogel and Erin Norman
 - b. Joint Advocacy Meeting with Chadron – J.R. Wasserburger, Joe Vogel, and Erin Norman
 - c. CCC Meeting Report – J.R. Wasserburger

14. Principal's Report: Mrs. Homan

15. Superintendent Report: Mr. Hanks

- a. **Policy Review without Changes:** I am recommending that you approve the review without any changes for the following policies: 1200, 1210, 1210a, 1240, 1250, 1260, 1300, 1310, 1400, 1410, 1420, 1430, 1440, 1450, 1460, and 1470. However, 1210a will need to be updated at the June Board Meeting to replace Mrs. Homan with Mr. Stetson. This will complete the review of all policies in the 1000's pertaining to Community Relations.
- b. **2025-26 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, 2025 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.
 - Last year you allowed administration to offer 50 cents per year of experience and match the number of years that teachers received (it was currently five years). We now pay teachers unlimited years of service. However, the teachers have columns on their pay schedule and the classified staff do not. It is recommended that the board set a cap at the number of years of experience allowed for these positions. The recommendation from our district office is to set the cap at either eight years or ten years. I have this as an action item, but if you would like additional time before making a decision, this item can be tabled.
- c. **Approve the following Resignations:**
 - Fayda Weaver – Fayda is retiring at the end of this school year.
 - Lora Andersen – Lora has accepted a teaching position at Sioux County Schools.
 - Mariah Nelson – Mariah is moving closer to her family in Mitchell, SD.
 - We are actively advertising to fill these positions.
- d. **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.
- e. **Discussion Items:**
 - **Special Election Ballot:** NASB is having a special election for representation by a Board Member from our Region on their Legislative Committee. We need to decide between Jayson Bishop from Perkins County and Suzie Earnest from Leyton.
 - **NASB Open-Meeting Workshop:** I also need to know how many of you can attend the NASB Open-Meeting Workshop in Gering on Tuesday, March 25th at 6:30 pm
 - **K-12 Docs:** Discussion on this addition to SUI and having the ability to digitally store school files and records. The discussion will center on whether or not to make this an action item at the next board meeting.

16. Action Items:

- a. **Approve the Review of Policies 1200, 1210, 1210a, 1240, 1250, 1260, 1300, 1310, 1400, 1410, 1420, 1430, 1440, 1450, 1460, and 14.70 without any recommended changes.**

Motion by _____, seconded by _____, to approve the review of the above stated policies without any recommended changes.

If there are any recommended changes, then the policy or policies with changes will carry over to the April Meeting for a second reading.

- b. **Approve an increase of \$1.50/Hour for all current classified employees to go into effect on September 1, 2025.**

Motion by _____, seconded by _____, to approve an increase of \$1.50/Hour for all current classified employees to go into effect on September 1, 2025.

- c. **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 2025-26 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 2025-26 school year.

- d. **Approve a change to Page 19, Item 35, of the Classified Employee Handbook and place a cap on the number of years of compensation for previous experience in the position they are being hired.**

Motion by _____, seconded by _____, to approve a change to Page 19, Item 35, of the Classified Employee Handbook and place a cap of _____ years of compensation for previous experience in the position they are being hired.

The rate of compensation will remain at 50¢ per year.

- e. **Approve the resignation of Fayda Weaver.**

Motion by _____, seconded by _____, to approve the resignation of Fayda Weaver at the end of the 2024-25 school year.

- f. **Approve the resignation of Lora Andersen.**

Motion by _____, seconded by _____, to approve the resignation of Lora Andersen at the end of the 2024-25 school year.

- g. **Approve the resignation of Mariah Nelson.**

Motion by _____, seconded by _____, to approve the resignation of Mariah Nelson at the end of the 2024-25 school year.

- h. **Approve any other resignations from Crawford Public Schools:**

Motion by _____, seconded by _____, to approve the resignation of _____.

- i. **Approve any other hires for Crawford Public Schools:**

Motion by _____, seconded by _____, to approve the hire of _____ for the position of _____.

17. Discussion Items:

- a. **Our vote in the NASB Special Election for the Legislative Committee:** The Board needs to decide if we want to vote for Jayson Bishop from Perkins County (Grant) or Suzy Earnest from Leyton.
- b. **NASB Open Meetings Workshop:** NASB will have an Open Meetings Workshop in Gering on Tuesday, March 25th from 6:30 pm to 8:00 pm. If anyone is interested, we would need to leave by 4:45 pm and would be back in Crawford by 9:30 pm. The cost is \$50 per person and Mr. Hanks will line up a school vehicle and register anyone wishing to attend.
- c. **K-12 Docs through SUI:** Software Unlimited, Incorporated (SUI) is our Financial Platform. We are required to keep documents for a certain number of years and K-12 Docs would be useful in addressing this situation. Teresa and a few others recently participated in a demo with SUI and are very interested in purchasing this addition to SUI. The discussion is for making this an action item at the April Board Meeting.

18. Information Items:

- a. Mo and Keri will be attending the annual NRCSA Conference in Kearney (March 19-21).
- b. Mo will be attending the NSAA Rep Assembly in Lincoln with Rick Barry (April 11).
- c. The April Regular Board Meeting will be at 6:00 pm on Monday, April 14, 2025 in the DL Building.

19. Executive Session:

Motion by _____, seconded by _____, to enter into executive session to avoid any needless injury to the reputation of an individual.

Time: _____

Motion by _____, seconded by _____, to exit executive session.

Time: _____

20. Meeting Adjourned: Time: _____

Motion by _____, seconded by _____ to adjourn.