

Board of Education Special Meeting Wednesday
March 18, 2020 7:00 PM
Media Center of the Secondary Building
Minutes

ROUTINE BUSINESS

-Call to Order: The president called the meeting to order at 7:00 PM and was also streaming on Zoom. There were 3 visitors. He noted the Nebraska Open Meeting Laws

-Excused Absences: There were none.

-Roll Call: Mike Bonacci: Present, Mike Conrad: Present, Jon Genoways: Present, Kim Lukasiewicz: Present, Amanda Schrum: Present, Kelli Shaner: Present

Approval of Agenda: Moved that the board of education approve the agenda as presented with a motion by Kim Lukasiewicz and a second by Amanda Schrum.

Mike Bonacci: Yea, Mike Conrad: Yea, Jon Genoways: Yea, Kim Lukasiewicz: Yea, Amanda Schrum: Yea, Kelli Shaner: Yea

President Genoways gave an introduction to the meeting including public comments, how the Zoom meeting worked and the items to be discussed.

REGULAR AGENDA

-COVID-19 Resolution: Moved that the Board of Education pass the COVID-19 Resolution with a motion by Mike Conrad and a second by Amanda Schrum. Mike Bonacci: Yea, Mike Conrad: Yea, Jon Genoways: Yea, Kim Lukasiewicz: Yea, Amanda Schrum: Yea, Kelli Shaner: Yea. Dr. Johnson explained this resolution allows the Board of Education to give rights to the superintendent to continue all operations during the schools' closure and state of emergency.

-Addendum to Negotiated Agreement for Certified Staff: Moved that the Board of Education pass the Addendum to Negotiated Agreement as presented passed with a motion by Kim Lukasiewicz and a second by Mike Bonacci. Mike Bonacci: Yea, Mike Conrad: Yea, Jon Genoways: Yea, Kim Lukasiewicz: Yea, Amanda Schrum: Yea, Kelli Shaner: Yea. Dr. Johnson said this addendum has been recommended by KSB, our attorneys and NDE for our certified staff during the COVID-19 closure and how it affects their agreement. This allows the school to use them as needed to continue to be paid. They still have to use leave for any days used as if we are in session "so as not to double down".

-COVID-19 Leave for Staff Not Covered by the Collective Bargaining Agreement: Moved that the Board of Education pass the COVID-19 Leave for Staff Not Covered by the Collective Bargaining Agreement as presented passed with a motion by Kim Lukasiewicz and a second by Amanda Schrum. Mike Bonacci: Yea, Mike Conrad: Yea, Jon Genoways: Yea, Kim Lukasiewicz: Yea, Amanda Schrum: Yea, Kelli Shaner: Yea. Dr. Johnson said this is for our classified, hourly staff following the advice of KSB and the NDE. We will be calling them with times to work and do some things since they are getting paid. President Genoways said the Addendum does not need to be ratified, just signed.

-Return to Work Agreement in Exchange for Leave During COVID-19 Closure: Moved that the Board of Education pass the Return to Work Agreement in Exchange for Leave During COVID-19 Closure as presented passed with a motion by Mike Conrad and a second by Mike Bonacci. Mike Bonacci: Yea, Mike Conrad: Yea, Jon Genoways: Yea, Kim Lukasiewicz: Yea, Amanda Schrum: Yea, Kelli Shaner: Yea. This gives us the ability to do this and the recommendation is pay regularly scheduled hours at the regular pay. They will be asked to come in periodically, and it commits them

to come back to work for a period of 6 months. We have a hard time getting good classified staff and we recognize they have bills also. We need to make sure we take care of them. It commits them to come back to work for us. Exceptions are those who have already notified us of certified retirements who will be paid during the closure and classified who have already said they would not be back next year, who would not be paid unless called in to work.

Another Comment on the Addendum: Dr. Johnson said it will have to go to FCEA, and they do have option not to sign it. He will elaborate in his Superintendent Report.

-Karen Haase, Attorney, KSB Law via Zoom from Lincoln

She said they represent 160 districts across the state and is proud how the education community has responded. It's been a really tough couple of weeks for our administrators and Fort Calhoun's administrative team is one of the best she's worked with. She will speak on 3 subjects. What are we going to do? Get them online and get going? 1) making teachers plan for that, 2) Personnel issues and 3) equitable education including differences in households, access for all types of learners including legal issues which could include internet connectivity, devices to use, being in compliance with the Children's Internet Protection law and complying with our special education services as we are obligated to furnish education to all students.

Education: In light of this, they are recommending we go with enrichment activities for our kids.

President Genoways asked if the materials could be self or parent taught, and asked about the legal reason for not learning new material. Karen said new content and standards are education not enrichment and the school cannot be teaching new materials/standards. The state has waived testing for this year so no penalty, but still will test next year and maybe let go of some of the lesser standards and teach the material from the last quarter. NDE will have to let go of some of those concepts. Dr. Johnson said we are working on game plans to give our seniors what they need to enter college. Most of ours do have enough credits, some do not. We must treat all seniors the same and every time the board does something it is mandated by some regulation, but if some of these are loosened it would be a good thing.

Personnel: FCEA does have to agree to the addendum. It was drafted with the NCEA and so they are recommending it and FCEA knows it's coming. What most districts are doing is have the local president sign it and it's done and it ends at the end of the 2020 contract period. Paying classified is a smart thing and a good thing—one reason is also that their retirement will be lessened if not paid, so this is twofold—one being we lose from unemployment and two, they lose retirement credits.

Unemployment comes from employers who pay into a fund, and whether an employee is getting or buying benefits that would be gone. We want you to keep your own staff available to you. There is additional leave under federal law and it's not for us especially with no retirement. The leave under federal law is not for us not only for retirement but lots of good reasons for us to continue. President Genoways said even though we are paying, we have the option to bring them back to work—basically on call for whatever we need. In conclusion, Karen said the open meetings act allows us to have meetings electronically, and can now either call into a meeting, participate by video contact or telephone participation. This probably won't be permanent. Nothing has been decided about closed sessions this way as the executive order is brand new.

-Superintendent Report: Dr. Johnson said “I miss you kids” and told everyone the district is being diligent in all the process that are being recommended. We are not closing only for the kids but their families. As far as curriculum, enrichment is where we've landed and feel we're in a good place in this ever changing situation. Depending on how long this lasts we are keeping up with what is being recommended and in the best interest of the kids and our District. KSB is doing a tremendous job in helping us and through the press conferences and webinars we are watching we are recommending this. Our staff will work on a weekly basis to keep up with this enrichment which has been a constant with NDE and our attorneys. We are constantly working to see what we can do better. The

personnel report was highlighted as was the program in the works to feed our kids and families.

-Administrator Reports: Mr. Green said we are in constant motion and change-change because of the legalities and practicalities and getting staff in and instructed on how to proceed. The Jr-Sr high will have 1 to 2 activities per class with enough work to last one week. Guidance will come from teachers through Google Classroom with staff guidance. Asking about families without internet, they will be able to get paper copies and will be available to them. Teachers may be able to use Zoom with students but for now instruction will come in the form of videos along with the activities. We are not bringing new material to the kids. They may email teachers or call school during regular hours and we'll see needs/changes with this feedback. The materials will come from each teacher for each class. Metro students' classes and assignments will come directly from Metro with our teachers facilitating it. Enrichment activities will not be graded and the 3rd quarter grade will stand as the final if we don't resume school before the Summer break. And seniors may be able to use enrichment activities to boost a grade to a passing level after we received clarification from our lawyers. We can't grade anything going forward, but we have to abide by what outside colleges are doing and are waiting for an answer from NDE for this too. A question was asked that this seems our kids might do the packets only to the extent that they would count. We are now also putting together a list of resources for kids who want more. The activities will be available every Monday from 7AM to 12 PM.

Mr. Wagner: Brought his team come together, meeting everyday-teamwork keeping the communication line open with staff. We are trying to provide information and answer questions they have. It is very important to assess what a student can do on their own. Math and Language Arts will be the focus. Each grade level will give the same content going out to establish equity. Directions change daily. There will be plenty of work to do each week with free resources listed on our website. There will be enough for them to do. Packets will be available on Mondays from 8-12 and work will not need to be returned. There was a question about giving out iPads and it is not being considered at this time as we don't have the capability to filter them to be in compliance with CIPA. Families with no connectivity were asked to call and let us know to get hard copies and there have been several. If they have questions they may contact the teachers.

President Genoways asked about an answer key for this work. It is being discussed and teachers may give expressions and feedback about their writing. He also questioned that the Jr-Sr High will ask for the work back and the elementary isn't and was told this is still being discussed but there is no definitive answer yet. The buildings are open to get belongings. PLC students are on independent curriculum so all have plans and are moving ahead. Mr. Wagner said the students will be getting PE and Music also, and Mr. Green said the Jr-Sr Music and specialty teachers are also formulating their own plans. If necessary we can do more, reassess and make changes.

Dr. Johnson explained the process for classified employees including cooks and bus drivers to be called in to work and be able to get paid throughout the emergency, complaints about some working and others not, food donations to the Knights of Columbus for the community, working with the City for a "Friday Food Pantry" and making sure our staff is taken care of and especially our kids are being fed and taken care of.

EXECUTIVE SESSION: None Needed

ADJOURNMENT: The president declared the meeting adjourned at 8:17 PM.