

Arapahoe-Holbrook Public School  
Board of Education – Regular Meeting  
Conference Room  
January 14th, 2019 7:00 pm

President Dennis Roskop called the meeting to order at 7:00 pm.

President Roskop announced that the Arapahoe-Holbrook Board of Education follows the rules of the Open Meetings Act which is posted.

The following members were present: Chad Carpenter, Rodney Whipple, Dennis Roskop, Brad Schutz, and Lisa Anderson.

The following member(s) were absent: Dan Warner.

Also present was Dr. George Griffith, Superintendent and Cassie Hilker, Board Secretary. Visitors were present.

A motion was made by Whipple and seconded by Anderson to excuse the absence of Warner. AYES: Carpenter, Whipple, Roskop, Schutz, and Anderson. Motion carried 5-0.

Roskop turned the meeting over to Griffith.

Griffith opened the floor for nominations for Board President. Anderson stated that she would like to nominate Dennis Roskop. Whipple seconded that nomination. A motion was made by Schutz and seconded by Whipple to cease nominations. AYES: Whipple, Schutz, Anderson, and Carpenter. Roskop abstained. Motion carried 4-0.

Roskop opened the floor for nominations for Board Vice President. Carpenter stated that he would like to nominate Rodney Whipple. Schutz seconded that nomination. No other nominations. A motion was made by Anderson and seconded by Carpenter to cease nominations. AYES: Roskop, Schutz, Anderson, and Carpenter. Whipple abstained. Motion carried 4-0.

A motion was made by Carpenter and seconded by Schutz to elect Kristie Warner as the Treasurer of the Board and to elect Cassie Hilker as the Clerk of the Board. AYES: Schutz, Anderson, Carpenter, Whipple, and Roskop. Motion carried 5-0.

A motion was made by Schutz and seconded by Whipple to approve the agenda as presented. AYES: Anderson, Carpenter, Whipple, Roskop, and Schutz. Motion carried 5-0.

Roskop welcomed the visitors and opened the meeting up for public comment. No public comment.

The board reviewed the committee assignments from last year and Roskop asked if anyone had any changes they would like to make. Roskop stated that in the past they have taken the Chair off of the Negotiations Committee. In discussion, they are thinking about leaving that committee as is since the last time they negotiated a two year agreement with the teachers. Warner would remain the Chair of the Negotiations Committee. A motion was made by Anderson and seconded by Carpenter to keep all committee's the same. AYES: Carpenter, Whipple, Roskop, Schutz, and Anderson. Motion carried 5-0.

Roskop stated that no changes were made to board members so all Conflict of Interest statutes should be completed. If any changes arise he asked members to take that information to Griffith.

## **REPORTS**

Griffith stated that Braithwait is at RPAC Vocal so he will present his report. He reported that students, staff and custodians did a great job getting everything moved over to the renovated building. He attended the District V NSAA meeting in Holdrege on the 9<sup>th</sup> as Conference President. He is currently attending the RPAC East Vocal at Southwest. He will be at RPAC Wrestling most of the day on the 18<sup>th</sup>. We host the RPAC East Girls and Boys Basketball on the 19<sup>th</sup>. The FCCLA Star Conference will be held here on the 30<sup>th</sup> and teachers will be helping throughout the day. Schutz asked where the RPAC Wrestling is held. Roskop thought it was at Maxwell. Hilker and Griffith thought that was correct. Whipple asked if they have the Youth Wrestling here as well. Roskop stated that this Saturday is RPAC Basketball 1<sup>st</sup> Round. A week from Saturday is Arapahoe's High School Wrestling Meet. Whipple asked if we have ever hosted RPAC Basketball. Roskop stated that we have hosted the 1<sup>st</sup> Round of RPAC Basketball before. Griffith stated that the Finals are held at McCook College. Anderson asked if there was school on the 30<sup>th</sup>. Griffith stated that there is no school on the

30<sup>th</sup>. Anderson stated that it is not shown that way on the Music Calendar. Griffith stated that it was a revision when they re-did the school calendar at a board meeting. It is correct on the website. He stated that Katey Hamel is taking over the website calendar. Roskop asked Griffith to send out a beacon so all parents and staff are aware that there is no school on the 30<sup>th</sup>. Schutz asked who on staff has control and access to the beacon. Griffith stated that he and Braithwait are the only ones with access to the beacon. Schutz asked if it had always been two people. Griffith stated that it has always been two. It used to be Mr. Paulsen and Mr. Braithwait. Griffith learned how to do it last year. They have updated the password recently.

Griffith reported that the work on the concrete that was supposed to take place over Christmas break was not done. Hausmann had trouble contacting the contractor so they were unable to get them scheduled. Those fixes will be done this summer. Baseboard was installed but this will be at our expense and cost around \$4,500 because we had no legal standing to make the concrete contractor do both fixes. Hausmann is working with Clark Enersen Partners to design a way to prevent the formation of ice dams on the new roof. The snowstorm over Christmas break has led to large drifts on the roof that resulted in damage to the gutters on the front of the building. They did say that is something that they will fix. The heat control company is coming out. They came out last week to get some adjustments done. They are coming out tomorrow to teach him the control system. They will get it loaded on Griffith's computer. He has done this before. He received a grant to participate in the Inaugural International Society for Technology in Education (ISTE) Digital Leadership Summit in Santa Clara, California on January 18<sup>th</sup>-20<sup>th</sup>, 2019. This comes with free registration, membership, a two nights stay, and all meals. He only has to pay for the cost of a flight and an additional night at a hotel because the meetings will run late on Sunday. He will be flying back on Monday, January 21<sup>st</sup>, 2019. We have passed our Title I review with only a couple of items to update. He thanked Mrs. Sue Helms for all of her work in the process. The doors on the back locks will be set up with a system using a timer. They have requested time and materials for an over-ride switch to be put in for the custodians. It will be in a lockbox and they can actually lock and unlock the doors if they are not using them. That will happen on both doors in the back. Whipple asked if the old high school was still standing. He thought it was supposed to come down on the 14<sup>th</sup>. Griffith stated that they have started prepping it today and most of it will come down tomorrow and Wednesday. Roskop asked Griffith to explain the electric lock situation to him again. All doors are on mag lock he thought. Griffith confirmed that all doors are on mag lock and they are all on key card but wire was not run to all of the doors so that he would have central control on the switch. He will have central control on them wirelessly but when they push the button those doors are not locked. They will lock and unlock automatically at the times we preset. Roskop asked if that is a design difference from all the rest of the doors. Griffith stated that apparently all doors are not all doors. The kitchen, west, and south doors are all wired. The remaining doors will be wireless and the only access will be with a key card or they will have a timed entrance and exit. Rosko stated that they can talk about it more at the OAC meeting on Thursday. Whipple asked about lighting. Griffith stated that a photocell is about \$1,300 and he told them to go ahead with it. The photocell will operate the front lights. He has received information on the light control system. He wants all of the lights put on manual. He is still working on it. Griffith stated that he has some communications to share. He and the board have received Thank You notes from Nathan Leising, Diane Schultz, Lisa Schutz, Carrie Smith, Valerie Leising, Carmen Williamson, and Trudee Hamel for the \$25 Chamber Bucks certificates. Griffith stated that he and the board also received a letter from a patron and he read it aloud to the board. It stated that the patron grew up, went to school, bought a house, and started a business in this small community. While he typically goes with the flow, he felt that he must speak publicly on the interview choices that have been made. He has heard that three of the eleven applicants have community ties and none of them were granted a chance to interview for the principal position. He believes along with many other community members that this is an oversight. He understands that the decision was based on experience and he can see how that is a valid consideration but experience comes in many forms. The experience they lack is only due to recently completing the schooling that is required. He hopes this is not what would stop the local applicants from getting a shot at this job. His hope is that the board will see what the local applicants can bring to the job at hand and to the community as a whole. One of the most glaring examples is the recent basketball tournament that was organized by one of the families of one of the applicants. This tournament was a great success for its first year. It brought so much to the whole community. Our school, our businesses and our restaurants all had success from this event as well as the baseball program that ran the concession stand that day. All of these applicants would share in the same mindset as this example provides. These people are not just anybody. They carry with them more knowledge, passion and commitment for this school and community than any other applicant. Those three things in his opinion carry more weight than experience at this point. In closing he is asking them to consider granting more interviews to include at least one or more of the local applicants. He asks them to please put their character and community involvement up against the experience of others. He believes the local applicants have been here for the community and school and he would like to ask the school and community to be there in return. This job does not come along very often and he asked that they please proceed knowing the process is important. The letter was from Scott Moore and it was given to Griffith and all of the board members individually.

Board Member Reports – None.

Board Committee Reports – Carpenter reported that the Americanism Committee met. He reported that all classes say the Pledge of Allegiance at the beginning of the day. Griffith stated that they are in the process of getting flags put up in

all of the classrooms. He has asked the custodians to put that item on top priority. Roskop stated that the Finance Committee met prior to this meeting. There were some questions on the information presented. Nothing was out of line. There were some questions about incoming funds. They all have a general idea of where they are at.

## **ACTION ITEMS**

A motion was made by Schutz and seconded by Whipple to approve the Consent Agenda as presented. AYES: Whipple, Roskop, Schutz, Anderson, and Carpenter. Motion carried 5-0.

A motion was made by Schutz and seconded by Carpenter to approve claims including the General Fund, Equipment Depreciation Fund, Lunch Fund, Building Fund, and Student Fee Fund totaling \$421,289.89. AYES: Roskop, Schutz but abstaining from Claim No. 30423 to the Arapahoe Public Mirror for \$996.92, Anderson, Carpenter, and Whipple but abstaining from Claim No. 30426 to ATC for \$351.78 and Claim No. 30421 to ACT for \$21,932.55. Motion carried 5-0.

A motion was made by Schutz and seconded by Carpenter to select First State Bank of Holbrook and First Central Bank of Arapahoe as the depository banks. AYES: Schutz, Anderson, Carpenter, Whipple, and Roskop. Motion carried 5-0.

A motion was made by Whipple and seconded by Anderson to select the Arapahoe Public Mirror as the District Newspaper. AYES: Anderson, Carpenter, Whipple, and Roskop. Schutz abstained. Motion carried 4-0.

A motion was made by Whipple and seconded by Schutz to select Perry, Guthery, Haase & Gessford, P.C., L.L.O. as the legal counsel for the District. AYES: Carpenter, Whipple, Roskop, Schutz, and Anderson. Motion carried 5-0.

Griffith stated that they usually review board policies in April for the next school year. Roskop asked if we are giving ourselves enough time to get them reviewed and replaced in the handbooks by starting in April and still get the three readings in. It has felt rushed in the past. It seems like they get to June and they are passing them in one motion to get them in the handbooks. He asked if that needed to be moved up a bit. The law items will change and we will have to approve them in June, but if we could review the others in March that would give us time for the three readings. Griffith agreed and stated that he would get any required updates taken care of. Roskop stated that they understand that when the laws change they change and there is not much we can do about that. Griffith asked the board to review the policies and if they see anything they would like to be changed to let him know as soon as possible. A motion was made by Carpenter and seconded by Whipple to set the date of March 11, 2019 as the designated date to review board policies. AYES: Whipple, Roskop, Schutz, Anderson, and Carpenter. Motion carried 5-0.

Carpenter asked what was left to do with the construction project. Schutz stated to demo the old building. Roskop stated site work and demo of the old building. Schutz stated landscaping. Carpenter stated concrete work. He asked if everything is done in the renovated high school area. Roskop stated that there are things they are still finishing up over there. Griffith stated that they have sidewalks to put in as well. Whipple asked what safety precautions are in place for the demolition of the old high school building. Griffith stated that the west doors are marked "DANGER" so they don't use them. An email has been sent out to staff so that they enforce it. There is a wall up next to the Ag Shop and they are not having class in the Ag Classroom just to be safe. Fencing is also around the building. Whipple asked if pedestrians could get to it. Griffith stated that they should not be able to. Roskop stated that there is a Junior High Basketball game tomorrow and he asked if any of that information has been communicated to Southern Valley. Griffith stated that it will be. A motion was made by Schutz and seconded by Carpenter to approve Hausmann Pay App #018 for \$288,712.78. AYES: Roskop, Schutz, Anderson, Carpenter, and Whipple. Motion carried 5-0.

Griffith stated that he got prices on various sizes of walk-behind floor scrubbers as requested. A 24" walk-behind, which is smaller than the riding one, is \$5,786.00. A 28" walk-behind is \$7,996.00 and a 32" walk-behind is \$9,529.00. The price for the 26" riding scrubber is \$8,962.00 plus \$75.00 for shipping and handling. Based on the amount of floor and the increased number of times we will have to scrub the floor since it is so light and will need to be scrubbed more often, his recommendation is the riding scrubber. They can run it at pretty much twice the speed. There is more square footage that will need cleaned. Schutz stated that Roskop brought up the gym floor at the last meeting. Griffith stated that they will not be using it on the gym floor. It is not recommended for the first three years. Whipple asked if this was the third time this has been brought to the board. Griffith stated that it was. He forgot to get cost information on the walk-behind scrubbers the last time. Anderson asked if the Minuteman riding scrubber had the same five year warranty as the Ice walk-behind scrubbers. The information doesn't list any warranty information for the Minuteman scrubber. Griffith stated that they all have the same five year warranty. Eakes is the company that handles all of them so the warranty is the same. Schutz asked if we are replacing an item with this purchase. Griffith stated that we are replacing an old walk-behind scrubber. Schutz stated that the purchase could then be made out of Equipment Depreciation. Griffith agreed. A motion was made by Whipple and seconded by Schutz to approve the purchase of the 26" Max Ride Scrubber by Minuteman from Eakes for \$9,037.00. AYES: Schutz, Anderson, Carpenter, Whipple, and Roskop. Motion carried 5-0.

Griffith stated that the band instrument storage cabinet quote was brought to him by Mrs. Leising. He asked her to find another quote. She would check, but Wenger is the company they usually get all of their storage equipment from. The idea of getting this is to help with classroom management. Working with kids in the classroom and having others in the storage closet makes it difficult to keep an eye on kids and know what is going on. It would also allow for more storage for vocal and band items. The cabinets would be put against the wall in the band room. Whipple asked Griffith if he sees this as a need. Griffith stated that after the last water issue it is a need. It would be a better area for storage and he understands the concern with student behavior. We can always use storage, especially for those two groups. Schutz stated that if they are concerned about issues in the closet they need to put one or two cameras up in that closet. Griffith stated that they could do that. They could put up a 360 degree camera and it could cover the whole thing. Schutz stated that he doesn't disagree with the storage idea, but he is old school and wondered about asking someone to build something. Griffith stated that he can't argue with that. He likes the camera idea. Schutz stated that the space still needs to be utilized because they have spent money in those areas lowering the ceilings. Griffith agreed. Anderson asked if they did a change order for those closets. Griffith confirmed that they did. Roskop stated that they were required by the fire marshal to take one of the ceilings out. Griffith stated that makes it really easy to put a 360 degree camera in there. Roskop stated that if they are looking at that they may look at doing the same thing in the Vocal Room closet. The one item they will need to look at with the Vocal Room closet is if kids change in that closet. If they do they will need to change somewhere else or a camera can't be put in there. Griffith stated that they are okay in the Band Room closet but he will have to check on the Vocal Room closet. They could restrict it from letting students change in there. It won't be hard. No action was taken.

Griffith stated that he got a text from Cindy Huxoll stating that Jeff was too busy to write up a bid for the three rooftop units. Whipple asked if that was Day & Night. Griffith confirmed it was. Schutz stated that he would like to have another bid on something that large. There were two to three companies that bid on the HVAC for the project so there should be some interest somewhere. Whipple stated that they could contact Anderson's. He asked Griffith if these were damaged from the hail and we have been paid and now we are going out to purchase replacements. Griffith stated that these are replacing the rooftop units on the tin gym area. They are not functioning properly and we are not sure how much longer they will survive. Schutz asked what areas they are servicing. Griffith stated that they service the weight room and locker rooms. Schutz asked if it includes anything in the North Gym. Griffith stated that it is nothing in the North Gym. Whipple asked about the wrestling room. Griffith thought it included the wrestling room, but would check to be sure on everything before the next meeting. He recalls that the heat in the North Gym has been out. He will also have Rutt's re-bid because their bid will be expired by then. He tried to involve other companies. No action was taken.

Griffith read a letter her received from the American Legion Post 96. It stated that a discussion and subsequent decision was made at a recent meeting to provide funding for the erection of a new flag pole at or near the Arapahoe School sign west of the new facilities. The donation partly serves to thank the school and administrators for the continued Veterans Day activities and general support of the American Legions and associated organizations goals and objectives. They would also provide all maintenance for the flag pole and new flags on a continued basis as well as proper disposal of the old flags at no expense to the school. They are aware of the new flag pole installed at the new south entrance of the facilities, however, it was suggested that the State of Nebraska flag could be flown there and the U.S. flag could be flown on a new 35' pole more visible to the highway in the west campus area. The pole would be made of architectural grade aluminum, anchored in concrete with internal halyards, and topped with a gold sphere. They would provide the larger 5' x 8' polyester US flags also on a continuing basis. Of course, this initiative must be approved by the Administration and the Board of Education at their convenience. If approved, the installation would have to wait for suitable weather and unfrozen soil. The estimated cost is roughly \$2,000, financed totally by Post 96. They will await the Boards consideration of this offer. Griffith stated that he thought this was a very nice offer. All agreed. Griffith recommends that they accept their offer. Roskop asked if any discussions have been made with Hausmann to ensure nothing is in the plans for that area. Griffith stated that he has not discussed that with Hausmann but he has looked at the plans. Schutz asked if there is power there because they will need power for a light. No one thought there would be power there. Carpenter mentioned a solar powered light. Roskop stated that he appreciates the donation very much. He just wants to make sure there is nothing planned for that area. He would hate for them to put it up and then we have to take it down for some reason. All agreed. Roskop stated that he has no problem taking action on this item tonight. They just have a few things to check out. A motion was made by Carpenter and seconded by Whipple to accept the donation of the flag pole from the American Legion Post 96 pending consultation with Hausmann and Clark Enersen. AYES: Anderson, Carpenter, Whipple, Roskop, and Schutz. Motion carried 5-0.

Roskop asked if there was a reason the Legion was not running the donation through the Foundation. Schutz also wondered why we would handle the donation. Griffith stated that is a duplicate item and no action needs to be taken. Roskop stated that he would prefer the donation be run through the Foundation as that is their source for getting those kind of funds. Schutz stated that preferably they just pay the bill.

Griffith stated that the Mission Statement has been through three readings and the recommended option from staff is Option #2. Option #2 states that Arapahoe Public Schools is equipped to motivate students in a safe and positive

environment while preparing them to be successful and responsible citizens within a global society. Roskop asked if they are changing the mission statement due to school improvement. Griffith confirmed that it is our new school improvement cycle. Whipple asked who comes up with the mission statement. Griffith stated that staff along with Kate Hatch. A motion was made by Whipple and seconded by Anderson to approve Option # 2 Mission Statement. AYES: Carpenter, Whipple, Roskop, Schutz, and Anderson. Motion carried 5-0.

Griffith stated that they held the hearing earlier and he recommends approving Bullying Policy 5415. Roskop stated that this is also the third reading for this policy. A motion was made by Schutz and seconded by Whipple to approve Bullying Policy 5415 as presented since there was no opposition from the public on said policy at the hearing. AYES: Whipple, Roskop, Schutz, Anderson, and Carpenter. Motion carried 5-0.

Griffith stated that he has received a resignation letter from Mr. Dan Sich. The letter stated that he voluntarily resigns from his employment contract and contractual obligations with Arapahoe-Holbrook Public Schools effective immediately. He waives any right to hearing on the notice of proposed cancellation or non-renewal and the suspension without pay. The letter was dated 1/4/19 and signed by Mr. Dan Sich.

A motion was made by Roskop and seconded by Schutz to enter into executive session at 7:57 pm for the prevention of needless injury to the reputation of an individual. AYES: Roskop, Schutz, Anderson, Carpenter, and Whipple. Motion carried 5-0.

A motion was made by Roskop and seconded by Carpenter to exit executive session at 8:23 pm.

A motion was made by Carpenter and seconded by Anderson to accept the resignation of Mr. Dan Sich. AYES: Schutz, Anderson, Carpenter, Whipple, and Roskop. Motion carried 5-0.

## **DISCUSSION ITEMS**

Public Comment – None.

Special Meeting-Interview Principal Candidate #2, Wednesday, January 16<sup>th</sup>, 2019 at 10:40 am in the Conference Room.  
Special Meeting-Interview Principal Candidate #3, Wednesday, January 16<sup>th</sup>, 2019 at 6:20 pm in the Conference Room.  
Special Meeting-Strategic Planning, Personnel, and MSA with ESU, Wednesday, January 16<sup>th</sup>, 2019 at 8:00 pm in the Conference Room.

Finance Committee Meeting, Monday, February 11<sup>th</sup>, 2019 at 6:00 pm in the Conference Room.  
Regular Board Meeting, Monday, February 11<sup>th</sup>, 2019 at 7:00 pm in the Conference Room.

A motion was made by Carpenter and seconded by Whipple to adjourn the meeting at 8:27 pm.

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Respectfully submitted,  
Cassie Hilker, Board Secretary