The Board of Education of the Hitchcock County Schools met for a special board meeting, Wednesday, April 24, 2024 at 7:00 PM at the Hitchcock County Jr/Sr High School. Present were board members Scott, Kolbet, Marks, Webb, O’Byrne, and Hagan. Also present were Superintendent Sattler, Assistant Principal-School Counselor McCarter, NEA Organizational Specialist Kim Story, N. Thiessen, J. Rahrs, C. Upton, L. Caddick, B. Post, J. Farr, C. Rippen, D. Bohochik, Peggy Fyn.

President Scott called the meeting to order at 7:00 PM. Notice of the board’s adherence to the Nebraska Open Meeting Law posted on the north wall of the meeting room was given. The meeting was properly advertised in the Hitchcock County News on Thursday, April 19, 2024.

Moved by Kolbet; seconded by Hagan to approve the April 24, 2024 special board meeting agenda as presented. Aye votes O’Byrne, Webb, Hagan, Kolbet, Marks, and Scott; nay votes none.

Superintendent Sattler read his findings and decision to reject the HCEA grievance, Step 3, which was filed. President Scott asked for clarification on issues. After discussion it was moved by Scott; seconded by Kolbet for the board to waive the timeline listed in the negotiated agreement grievance procedure steps. Aye votes Marks, Scott, O’Byrne, Webb, Hagan, and Kolbet; nay votes none.

Hitchcock County Education Association (HCEA) representatives Natalie Thiessen and James Rahrs read their reasoning for the HCEA grievance appeal to the School Board, Step 4. President Scott and other members of the board questioned the HCEA representatives extensively for understanding and asked what resolution the HCEA is looking for.

After extensive discussion it was moved by Hagan; seconded by Webb to move into executive session at 8:07 PM to discuss how the board would like to moved forward with a decision to address the grievance. Aye votes Hagan, Kolbet, Marks, Webb, O’Byrne, and Scott; nay votes none.

Moved by Hagan; seconded by Kolbet to move out of executive session at 8:54 PM. Aye votes Scott, O’Byrne, Webb, Marks, Kolbet, and Hagan; nay votes none.

President Scott presented a grievance appeal agreement to the HCEA representatives and members for their review.

Move by O’Byrne; seconded by Kolbet the Board agrees to cease and desist from granting credit to Tom Lewis and Chad Brenning for previous nonteaching experience and enter into new employment agreements with them for placement at Colum 1, Step 1 of the salary schedule in the Negotiated Agreement. Aye votes Hagan, Kolbet, Marks, Webb, O’Byrne, and Scott; nay votes none.

Moved by Webb; seconded by Marks the Board agrees to negotiate with the HCEA over the granting of credit to certified teachers for previous teaching or nonteaching experience for the 2024-2025 school year and all future school years. Aye votes Scott, O’Byrne, Webb, Marks, Kolbet, and Hagan; nay votes none.

In exchange for these Board actions, the HCEA agrees to dismiss and settle its pending grievance. Dated April 24, 2024 by Craig Scott, board president; James Rahrs, HCEA, co-president; and Natalie Thiessen,

Superintendent Sattler presented the board with a proposal from Forward CPA out of Omaha to conduct Hitchcock County Schools’ audit for the 2024, 2025, and 2026 school years. Moved by Webb; seconded by Hagan to accept the proposal from Forward CPA to conduct Hitchcock County Schools’ audit for the 2024, 2025, and 2026 school years. Aye votes Hagan, Kolbet, Marks, Scott, O’Byrne, and Webb; nay votes none.

President Scott adjourned the meeting at 9:09 PM.

Craig Scott – President Casha O’Byrne - Secretary