

Board Meeting Update

August 18, 2025

The following items were approved during the open session of the August 18, 2025 Regular Board of Education Meeting:

- A. Approved quote to purchase of new split coupled vertical inline stainless pump for the pool from Tweetgarot Mechanical to increase pool water turnover to meet requirements at a cost of \$28,100.00. A request will be made to the Aquatic Foundation to assist with the cost.
- B. Approved Forward Bank, Local Government Investment Pool, Prevail Bank, and American Deposit Management Company as designated depositories for the School District of Phillips.
- C. Approved the publication of all required notices by the District in appropriate forms for 2025-2026 as presented.
- D. Approved the 2025-2026 4K-12 Student Handbook as presented.
- E. Approved the 2025-2026 Athletic Handbook as presented.
- F. Approved changes to the 2025-2026 Employee Handbook.
 - 1) Remove Sections 1.3, 1.7, and 1.71 - Policies are available online
 - 2) Remove Section 2:1.3 licensing pathways - these can be found online
 - 3) Section 3.1.1 Emergency Closing - adjusted language to note that "custodial, administrative, and secretarial staff should report to work for the work day" rather than "all employees (except aides, bus drivers, and cooks)"
 - 4) Section 3.1.2 Adjust language from teachers to "professional staff" and remove reference to traveling teachers
 - 5) Section 3.1.3 Remove old policy language and replace with new language from Policy 3130/41/30 Assignment and Transfer.
 - 6) Section 3.1.10 and 3.1.11 - policies have been updated and are in process of being added online and apply more to coaching staff
 - 7) Section 3.3.1 Liquidated Damages - Adjust language to note that the employee must pay the district a percentage of their current salary rather than a percentage of base salary.
 - 8) Section 4.4 Employee Assistance Program (EAP) - remove outdated language that included Resource Coordinators (district employees) and add information from the EAP program provided by our insurance company.
 - 9) Section 4.7 Disability Insurance - add "long-term" before disability as that is what we offer staff.
 - 10) Section 6.4 Fair Labor Standards Act (FLSA) recommends the removal of the compensatory time off in the amount of 1 ½ times the number of overtime hours work and compensate for overtime if preapproved by the supervisor or allow for adjustments to the normal workweek schedule to stay within the 40 hour limit.
 - 11) Section 6.4 - Remove item C regarding jury pay as it is addressed in an earlier section.
 - 12) Section 7.2.2 Support staff personnel - remove last Paragraph
 - 13) Update organizational chart and salary schedule information
- G. Approved the recommendation to add information regarding the use of alcohol on the District Facility Use Form to include the old Phillips Elementary School and the School Forest.
- H. Approved 2025-2026 Academic & Career Planning website.
- I. Approved personnel report:
 - 1) Hiring of Sawyer Desotelle, MS Assistant Football coach; Emily Jones, elementary special education teacher; Kayl Denruiter-Kowalewski, elementary teacher; Kari Anderson, high school science teacher; Mark Klawiter, part-time chemistry and physics teacher; Brendan Soberg, Grade 5 teacher; Kristy Kosterman, elementary special education teacher, and Amelia and Olivia Dettmering, MS volleyball coaches.
 - 2) Moving Vicki Spacek from Grade 2 to Grade 3 teacher and Terri Franson from a van route driver to a bus route driver.

- 3) Accepted resignations from Kay Belan, 6-12 Campus lead secretary (29 years), Tammy Holman, elementary special education teacher (10 years), PHS & PhMS forensics coach (1/9 years), and Grand Island Trip Coordinator (7 years).
- 4) Approved contract renewal for faculty extra curricular contracts for 2025-2026.
- J Approved NEOLA recommended Policy changes for:
 - 1) 7410 Maintenance
 - 2) 7430 Safety Standards
 - 3) 7440.02 Smart Sensor and Monitoring Technology
 - 4) 7540.03 Student Technology Acceptable Use and Safety
 - 5) 7540.04 Staff Technology Acceptable Use and Safety
 - 6) 7540.07 District Issued Student Email Account
 - 7) 8120 Volunteers
 - 8) 8125 Consultants
 - 9) 8305 Information Security
 - 10) 8395 Student Mental Health Services
 - 11) 8600 Transportation
- K. Approved minutes from July 21, 2025 Board meeting.
- L. Approved July 2025 bills.

The following items were approved following the closed session of the August 18, 2025 Regular Board of Education Meeting. - No closed session

Next Meeting: Regular Board meeting - September 15, 2025