



# River Trails

SCHOOL DISTRICT 26

**NSSEO Proposed Articles of Agreement Review**  
**October, 2025**

# Purpose & Objectives

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## Purpose

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**Provide an analysis of the pros and cons of the proposed changes to the Articles of Agreement**

**Ask questions related to the proposed change in Articles of Agreement**

## Objectives

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**Gain clarity to provide Robert with direction on voting yes or no in support of the proposed articles**

**Prepare a list of questions and changes to submit to NSSEO by October 15th for review**



# Current Structure

- 1 Tier: Governing Board (8 District Representative Members)
  - Operate as a typical school board operates
- Supporting Committees (Not board committees)
  - Student Services: Member district's special education admin and NSSEO special education admin
  - Finance: Member districts CSBOs and student services reps, NSSEO finance and student services reps. Governing board reps may attend.
  - These committees operate as informational meetings, not decision making meetings. Attendance varies.
- Superintendent Group: New this year
  - Collaboration and communication

# Proposed Structure

- 2 Tier: Governing Board (8 District Representative Members) and Operational Board (8 District Superintendents)
  - Operational board will make recommendations to the Governing Board
- Supporting Committees
  - Student Services: Member district's special education admin and NSSEO special education admin
  - Finance: Member districts CSBOs and student services reps, NSSEO finance and student services reps.



# NSSEO Articles Comparison-Relections of Supt Council 10/2/2025

| Function                                                                                                                                      | Current Articles                                         | Draft Tentative Articles                                                                                                                                                                                                                                                                                                                                          | Citation                                                                                               |
|-----------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------|
| Hiring of Superintendent                                                                                                                      | Exclusive function of the Governing Board                | Governing Board establishes procedures to hire Superintendent with Operational Board representation on the interview committee.                                                                                                                                                                                                                                   | Article II, Section 1, D-3 pg. 3 (add specific language re: Operational Board input)                   |
| Evaluate & approve continuing employment of Superintendent                                                                                    | Exclusive function of the Governing Board                | Exclusive function of the Governing Board                                                                                                                                                                                                                                                                                                                         | Article II, Section 1, D-3 pg. 3 (add specific language).                                              |
| Conducting general business of NSSEO (ie: paying monthly bills within established and approved budget)                                        | Exclusive function of the Governing Board                | Continued function of Governing Board. Resolution of the Governing Board, passed June 2016, allows for monthly bill payments, within the established budget, to be approved for payment, in months in which the Governing Board does not meet. Consent items are available in Governing Board meeting packet for review by both Governing and Operational Boards. | Change needs to be reflected in next draft of Articles.                                                |
| Approval of all personnel hiring                                                                                                              | Exclusive function of the Governing Board                | Governing board approves new positions including terms and conditions of employment. Operational Board approves replacements for current positions within approved budget.                                                                                                                                                                                        | Article II, Section 2, E-3, pg. 7 (add specific language).                                             |
| Approve an annual NSSEO budget and recommend the budget for ratification to the Boards of Education of member districts.                      | Exclusive function of the Governing Board                | Proposed budget is reviewed and recommended by Operational Board to the Governing Board for review, consideration, and approval.                                                                                                                                                                                                                                  | Article II, Section 1, D-1, pg. 3                                                                      |
| Approval of all CBA's                                                                                                                         | Exclusive function of the Governing Board                | Exclusive function of the Governing Board                                                                                                                                                                                                                                                                                                                         | Article II, Section 2, E, 3 pg. 7 (Section E notes "Operational board recommends to Governing Board"). |
| Negotiate CBA'S                                                                                                                               | Function of the Governing Board and NSSEO Administration | Function of Governing Board and NSSEO Administration with liaison from Operational Board (a member district superintendent).                                                                                                                                                                                                                                      | Article II, Section 2, E, 3 pg. 7 (Section E notes "Operational board recommends to Governing Board")  |
| Approval of administrative salary increases                                                                                                   | Exclusive function of the Governing Board                | Governing Board                                                                                                                                                                                                                                                                                                                                                   | Change needs to be reflected in next draft of Articles.                                                |
| Purchase, lease, or otherwise provide services for programs operated by NSSEO.                                                                | Exclusive function of the Governing Board                | Operational board recommends the purchase to the Governing Board for review, consideration, and approval.                                                                                                                                                                                                                                                         | Article II, Section II, E-2 pg. 5 Section E notes "Operational Board recommends to Governing Board").  |
| Establishing a Policy Committee                                                                                                               | Function of the Governing Board and NSSEO Administration | The Operational Board, in collaboration with the NSSEO Administration, makes recommendation to the Policy Committee of the Governing Board, for approval, and review of the policy by the full Governing Board.                                                                                                                                                   | Article II, Section 2, E-1, pg. 5 Section E notes "Operational Board recommends to Governing Board").  |
| Approve contracts with various consultants, professionals, and independent contractors, when appropriate, to carry out the purposes of NSSEO. | Exclusive function of the Governing Board                | Remains function of the Governing Board unless policy is changed. Policy 4:60, adopted January 2025 states "all contracts shall be approved or authorized by the Board"                                                                                                                                                                                           | Change needs to be reflected in next draft of Articles.                                                |
| Establish a Board Finance Committee, and other such committees as deemed necessary.                                                           | Exclusive function of the Governing Board                | The Board Finance Committee remains a Governing Board Committee with input from the Operational Board                                                                                                                                                                                                                                                             | Change needs to be reflected in next draft of Articles.                                                |

# Potential Gains/Pros

- Increase collaboration and input from member district leadership
- Increase collaboration and communication from NSSEO leadership
- Strengthen trust between NSSEO and member districts
- Resolve governance issues to move forward productively
- Focus on advancing the Strategic Plan
- Improve efficiency of resources (human, financial, etc.)
- Support and reinforce long term goals
- Identify roadblocks proactively

# Potential Losses/Cons

- Proposed process may slow down decision-making
- Potential challenges around power dynamics with dual, siloed leadership structures
- Struggle to maintain cohesion or unified direction when governance is split
- Involves many individuals with strong, conflicting opinions and interests

# Questions Raised

- What is the process for amending the budget after it has been approved. Who approves the amendments? (Bill)
- Who will approve staffing changes? (Becky)
- CBA raise for administrators language? Is this written in the current structure? (Becky)
- How will information flow between the two tiers and to their respective boards? (Janine)
- What outliers could potentially impact how we govern within our district as it relates to NSSEO and our status as a member district? (Janine)
- Regarding the statements about pre-approving and reimbursing officers for funds expended in NSSEO duties: Who on the Op Bd is pre-approving these requests? What is the expenditure cap for such funds? What types of reimbursement are being considered? (Donna)

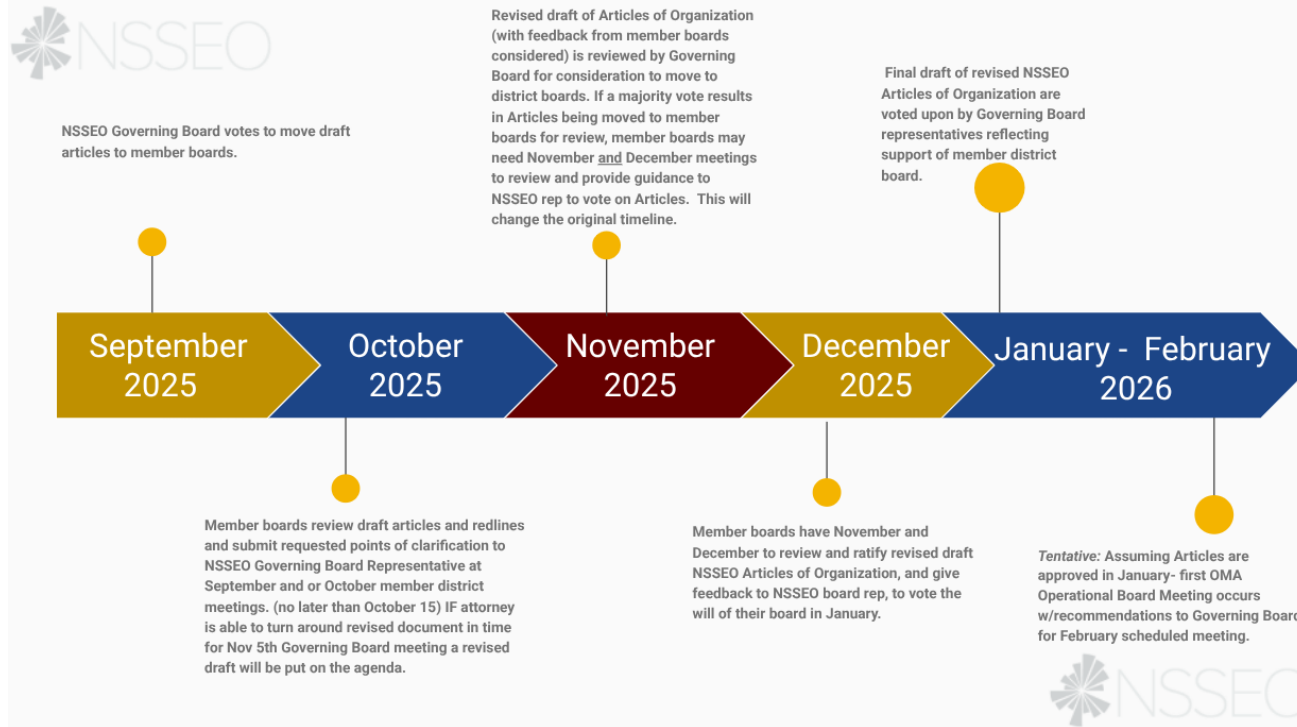


# Change Proposals

1. Modify the responsibilities of the Governing Board section. **Proposal:** Clearly state that recommendations by the Operating Board will be approved by the Governing Board.
2. Define a specific frequency in which the articles will be reviewed. **Proposal:** After the first year then every 4 years after?
3. Modify the Amendments section. **Proposal:** Exclusive right of elected boards OR the majority of both boards voting as a whole.

# Timeline

## Requested Points of Clarification Due by October 15



## Next Steps

- 1) Share questions and change proposals with NSSEO
- 2) NSSEO will review and discuss all member district's questions
  - a) NSSEO November 5 Meeting
- 3) I/Robert will bring back information
  - a) D26's November 11 Meeting
- 4) Vote yes/no for suggested changes
  - a) D26's December Meeting