

Agenda Item Details

Meeting: October 8, 2025

Category: Superintendent Update

Subject: Strategic Plan Update-NSSEO Superintendent Council Feedback/Articles

Access: Public

Type: Informational

The NSSEO Superintendents' Council, composed of the member district superintendents, the NSSEO superintendent and three members of the NSSEO cabinet, met on October 1st 2025 for their monthly meeting. Two NSSEO Governing Board members were also present. The meeting was [recorded](#) to enable all Governing Board members, and interested members of their district boards to view.

At the meeting, feedback was sought from member district superintendents on [this document](#). The conversation can be viewed beginning at approximately the 1 hour 35 minute mark in the recording. This memo serves to summarize the feedback of the NSSEO superintendent, and member district superintendents to the draft NSSEO Articles of Agreement. All feedback received from member boards and the NSSEO Superintendent Council will be considered, and an edited draft of the articles is planned to be presented on November 5th, 2025 to the Governing Board.

Summary of Feedback

Hiring and Retention of the NSSEO Superintendent: Evaluation and decision of continuing the employment of the superintendent remains exclusively with the Governing Board. The Governing Board establishes the procedures to be used to recruit and select the new superintendent, and the Governing Board agrees to have member district superintendent representation on the interview team.

Conducting the Business of NSSEO(paying bills within established budget): Will remain with the Governing Board. If there are months in which the Governing Board does not meet, a resolution passed in June 2016 allows for the monthly bill payments, within the established budget, to be paid. Operational Board and Governing Board will continue to have access to Consent Agenda items, monthly, in Diligent.

Approval of Personnel: Governing Board approves new positions and hires. The Operational Board may approve replacements for existing positions.

Approval of NSSEO Budget: Budget will be presented to the Operational Board for review, and will recommend approval to the Governing Board. The Governing Board has final approval on the proposed budget.

Approval and Negotiation of CBAs: Approval of CBA remains exclusively with the Governing Board. NSSEO Administration, attorney, and board representatives negotiate CBA with a volunteer liaison from the Operational Board providing feedback as requested.

Approval of Administrative Salary Increases: Remains an exclusive function of Governing Board. Discussion occurred at the NSSEO Superintendent Council meeting on this topic. Consensus was reached and the group's feedback was for this to remain exclusively a function of the Governing Board.

Purchase/Lease: The Operational Board will recommend purchase to the Governing Board for review, consideration, and approval. As educators, the Operational Board will recommend purchases based on student needs, best practices, and consideration for financial stewardship, with the Governing Board having the final approval.

Establishing a Policy Committee: The Operational Board, in collaboration with NSSEO administration, will recommend policies for consideration by the Governing Board Policy Committee, with final approval by the full Governing Board.

Approve contracts: Must remain with the Governing Board unless Policy 4.60 (January 2025) is changed. Current policy states that 'all contracts shall be approved or authorized by the board'.