



HASTINGS
PUBLIC SCHOOLS

Assuring the essential.
Expanding the possible.

Work Session

Thursday, May 12, 2016 @ 6:00 PM Central

Hawthorne Elementary School - 2200 West 9th Street, 1515 W 8th St, Hastings, NE 68901

1. Roll Call -
2. Announcement - John Bonham -
3. Welcome to HEA reps and guests - John Bonham -
4. Tour of Hawthorne - Trent Kelly -
5. *Approve Resolution for the Little Blue and Lower Big Blue Natural Resources Districts Multi-Jurisdictional Hazard Mitigation Plan - Jeff Schneider -
6. External Review Report - Chad Dumas -
7. Information on "Spotlight on Learning" - Senior High - Craig Kautz -
8. *Ratify Uerling Scholarship Winner - Craig Kautz -
9. *Approve proposed Administrative Salary and Benefit Schedule/Base - Craig Kautz -
10. *Approve Administrative Salary and Benefits - Craig Kautz -

11. *Approve Superintendent's Salary and Benefits - Craig Kautz -

12. *Approve Classified Staff Salary & Benefits - Jeff Schneider -

13. *Approve facilities usage contract with YMCA - Jeff Schneider -

14. Asbestos Removal Project Update - Jeff Schneider -

15. *Approve Universal Free Breakfast for 2016-2017 - Jeff Schneider -

16. *Ratify Change Order #1 for Alcott Elementary - Jeff Schneider -

17. *Ratify Elementary Furniture Purchase - Jeff Schneider -

18. *Approve OT Contract - Donna Moss -

19. *Approve Addition of Middle School Assistant Skills USA Sponsor - Craig Kautz -

20. *Approve Addition of Part-Time Middle School Accompanist - Craig Kautz -

21. *Approve Addition of two Elementary positions at Hawthorne Elementary - Craig Kautz -

22. *Consent agenda - Craig Kautz -

23. Reminders - John Bonham -

24. Reports, etc., at Board Meeting - John Bonham -

25. Upcoming meetings - John Bonham -

26. Adjournment -

***Closed Session:** If, during the course of the meeting, discussion of any item on the agenda should be held in a closed meeting, the board will conduct a closed meeting in accordance with the Nebraska Open Meetings Law.

****Sequence of Agenda:** The sequence of agenda topics is subject to change at the discretion of the board. Please arrive at the beginning of the meeting.

*****Action Item:** The board reserves the right to take action on an item listed on the board agenda.

HASTINGS PUBLIC SCHOOLS

NEBRASKA

RESOLUTION NO. _____

A RESOLUTION OF THE HASTINGS PUBLIC SCHOOLS ADOPTING THE

Little Blue and Lower Big Blue Natural Resources Districts Multi-Jurisdictional Hazard Mitigation Plan

WHEREAS the governing body of the Hastings Public Schools recognizes the threat that natural hazards pose to people and property within the Hastings Public School District; and

WHEREAS the Little Blue and Lower Big Blue Natural Resources Districts have prepared a multi-hazard, multi-jurisdictional hazard mitigation plan, hereby known as the 2016 Little Blue and Lower Big Blue Natural Resources Districts Multi-Jurisdictional Hazard Mitigation Plan in accordance with the Disaster Mitigation Act of 2000; and

WHEREAS the Little Blue and Lower Big Blue Natural Resources Districts Multi-Jurisdictional Hazard Mitigation Plan identifies mitigation goals and actions to reduce or eliminate long-term risk to people and property in the Hastings Public School District from the impacts of future hazards and disasters; and

WHEREAS adoption by the governing body of the Hastings Public Schools demonstrates their commitment to the mitigation of hazards and achieving the goals outlined in the 2016 Little Blue and Lower Big Blue Natural Resources Districts Multi-Jurisdictional Hazard Mitigation Plan.

NOW, THEREFORE, the governing body of the Hastings Public Schools, does herewith adopt the 2016 Little Blue and Lower Big Blue Natural Resources Districts Multi-Jurisdictional Hazard Mitigation Plan Update in its entirety;

PASSED AND APPROVED this ____ day of _____, 2016.

Board President

ATTEST:

**HASTINGS PUBLIC SCHOOLS
PROPOSED ADMINISTRATIVE SALARY SCHEDULE BEGINNING 2016-2017**

To determine an administrator's salary, the following formula is used:

**Administrative Positional Factor X Degree/Experience Factor X Base Determined
by the BOE Annually = Total Compensation**

(Foundation Salary represents approximately 95% of the District's cost for Family Health/Single Dental. Administrators may use this amount to purchase their health insurance. Administrators may also use the remaining portion of this amount, if any, to pay their professional association dues and fees. The Superintendent and Board of Education may periodically adjust factors to keep administrative salaries competitive with comparable schools. The Superintendent and the Board of Education reserve the right to freeze an administrator on the salary schedule and to adjust individual administrative salaries based upon performance and/or placement needs.)

Administrative Positional Factor

<u>Position</u>	<u>No. of Contract Days</u>	<u>Factor</u>
MS Assistant Principal	225	2.80
Elementary Principal	215	2.85
SH Assistant Principal	225	2.90
SH Activities Director	260	2.95
MS Principal	260	3.30
SH Principal	260	3.45
Director	260	3.60

Degree/Experience Factor 3 X 2

<u>Steps</u>	<u>MA</u>	<u>MA+18</u>	<u>MA+36</u>	<u>Ed.S</u>	<u>Ed.D/Ph.D</u>
1	1.00	1.03	1.06	1.09	1.12
2	1.02	1.05	1.08	1.11	1.14
3	1.04	1.07	1.10	1.13	1.16
4	1.06	1.09	1.12	1.15	1.18
5	1.08	1.11	1.14	1.17	1.20
6	1.10	1.13	1.16	1.19	1.22
7	1.12	1.15	1.18	1.21	1.24
8	1.14	1.17	1.20	1.23	1.26
9	1.16	1.19	1.22	1.25	1.28
10	1.18	1.21	1.24	1.27	1.30
11		1.23	1.26	1.29	1.32
12		1.25	1.28	1.31	1.34
13			1.30	1.33	1.36
14			1.32	1.35	1.38
15				1.37	1.40

Recommended Base Salary for 2016-2017

To reflect the 2016-2017 Teacher Settlement of 3.29% the recommended Base Salary for the Administrative Salary Schedule for 2016-2017 is \$32,640.00.

**HASTINGS PUBLIC SCHOOLS
ADMINISTRATIVE SALARY SCHEDULE**

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Elementary Principal	215	2.85
SH Assistant Principal	225	2.90
SH Activities Director	260	2.95
Director I/MS Principal	260	3.30
SH Principal	260	3.45
Director II	260	3.60

Director I: Director of Student Services and Director of Finance and Operations

Director II: Director of Curriculum, Instruction, and Assessment and Director of Technology and Operations

Degree/Experience Factor 3 X 2

<u>Steps</u>	<u>MA</u>	<u>MA+18</u>	<u>MA+36</u>	<u>Ed.S</u>	<u>Ed.D/Ph.D</u>
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12		1.25	1.28	1.31	1.34
13			1.30	1.33	1.36
14			1.32	1.35	1.38
15				1.37	1.40

Base Salary for 2015-2016

\$32,080.00

Hastings YMCA and Hastings Public Schools Facility Usage Agreement

THIS AGREEMENT is made and entered into the 16th day of May, 2016, by and between the Hastings Family YMCA, hereinafter referred to as YMCA and Hastings Public Schools, hereinafter referred to as HPS.

WHEREAS, the YMCA owns and operates an indoor swimming pool located at 1430 West 16th Street, Hastings, NE, herein after termed "swimming facilities" and the HPS desires to utilize the swimming facilities for the HHS Swim Team and the Life Skills Program.

NOW THEREFORE, IN CONSIDERATION OF THE PREMISES AND THE MUTUAL COVENANTS AND AGREEMENTS HEREIN CONTAINED, the parties agree as follows:

Section 1. The YMCA agrees that HPS will have use of the pool during interscholastic swimming season for any meets or tournaments involving competition with other schools from the first day of swim practice through the state swim meet as determined by the Nebraska State Activities Association (N.S.A.A.). The YMCA agrees that HPS shall also have the right to practice between the hours of 3:45 p.m. and 6:00 p.m. Monday – Friday. HPS will cooperate with the YMCA and other area organizations for the use of facilities for other activities. HPS will inform the YMCA of its schedule at least one month prior to the official starting date of the competitive swimming season as designated by the N.S.A.A.

Section 2. The YMCA agrees that HPS will have use of the pool on specific dates to be determined at a later time. These dates shall not exceed 20 days per year. During these predetermined dates, students within the Lifeskills program of HPS shall have access to the pool, locker rooms, family change rooms and other areas of the facility as agrees upon by the YMCA staff. These groups will have access to the facility at various times throughout the days set forth, however, those times shall not be prior to 8:00 a.m. and shall not be after 3:00 p.m.

Section 3. HPS shall pay the YMCA the sum of \$15,000.00. This contract will be for HPS swim practice and HPS swim meets. HPS and the YMCA shall give the other party (48) hours notice of any cancellation of the use of any facilities except when such cancellation is necessitated by adverse weather conditions or acts of God.

Section 4. An advisory committee will be formed to govern this agreement and will meet three times per season as follows: 1. One month prior to he season, 2. Mid-season, 3. End of season summary. This committee will include representatives designated by the YMCA and by HPS.

Section 5. During all times when HPS is using the YMCA facilities, HPS personnel shall be responsible for the supervision of all students. HPS shall indemnify and hold harmless the YMCA from any liability that HPS may incur for any injury or harm arising out of the use of the facilities by HPS, its students, spectators, athletes, and coaches. YMCA agrees to provide safe facilities at all times for use by HPS.

IN WITNESS WHEREOF the parties have caused this Agreement to be executed by the Hastings Family YMCA of Hastings, Nebraska and Hastings Public Schools of Hastings, Nebraska, the day indicated by such signature.

Signed: _____
Hastings YMCA Representative

Date: _____

Signed: _____
Hastings Public Schools Representative

Date: _____



AIA[®]

Document G701[™] – 2001

Change Order

PROJECT <i>(Name and address):</i> HASTINGS PUBLIC SCHOOLS ALCOTT ELEMENTARY SCHOOL HASTINGS, NEBRASKA	CHANGE ORDER NUMBER: 001 DATE: April 14, 2016	OWNER: <input checked="" type="checkbox"/> ARCHITECT: <input checked="" type="checkbox"/> CONTRACTOR: <input checked="" type="checkbox"/> FIELD: <input type="checkbox"/> OTHER: <input type="checkbox"/>
TO CONTRACTOR <i>(Name and address):</i> CARMICHAEL CONSTRUCTION PO BOX 64 HASTINGS, NE 68902-0064	ARCHITECT'S PROJECT NUMBER: 15109 CONTRACT DATE: March 23, 2016 CONTRACT FOR: General Construction	

THE CONTRACT IS CHANGED AS FOLLOWS:

(Include, where applicable, any undisputed amount attributable to previously executed Construction Change Directives)

Item 1: Voluntary substitution for Coreslab Industries to provide precast concrete. DEDUCT (\$79,000.00)

TOTAL ADD THIS CHANGE ORDER (\$79,000.00)

The original Contract Sum was	\$	5,208,600.00
The net change by previously authorized Change Orders	\$	0.00
The Contract Sum prior to this Change Order was	\$	5,208,600.00
The Contract Sum will be decreased by this Change Order in the amount of	\$	(79,000.00)
The new Contract Sum including this Change Order will be	\$	5,129,000.00

The Contract Time will be unchanged by zero (0) days.

The date of Substantial Completion as of the date of this Change Order therefore is unchanged.

NOTE: This Change Order does not include changes in the Contract Sum, Contract Time or Guaranteed Maximum Price which have been authorized by Construction Change Directive until the cost and time have been agreed upon by both the Owner and Contractor, in which case a Change Order is executed to supersede the Construction Change Directive.

NOT VALID UNTIL SIGNED BY THE ARCHITECT, CONTRACTOR AND OWNER.

CANNON MOSS BRYGGER & ASSOC.
ARCHITECT *(Firm name)*

208 N. PINE ST., SUITE 301
GRAND ISLAND, NE 68801

ADDRESS

(Signature)

JAMES R. BRISNEHAN
(Typed name)

DATE

3-14-16

CARMICHAEL CONSTRUCTION LLC
CONTRACTOR *(Firm name)*

PO BOX 64
HASTINGS, NE 68902-0064

ADDRESS

(Signature)

DALE HAMBURGER
(Typed name)

DATE

4.20.16

HASTINGS PUBLIC SCHOOLS
OWNER *(Firm name)*

1924 WEST A STREET
HASTINGS, NE 68901

ADDRESS

(Signature)

CRAIG KAUTZ
(Typed name)

DATE

4/20/16

PROPOSED SUBSTITUTION LIST

Carmichael Construction, L.L.C.
 NAME OF BIDDER

The following items are proposed substitutions for specified items and are of similar design, equal quality, capacity and performance. The names and catalog numbers of proposed substituted items shall be given, together with the price of those items which may be deducted from or added to the Base Bid.

<u>SUBSTITUTED ITEM</u>	<u>ADD</u>	<u>DEDUCT</u>
<u>Core slab Precast</u>	\$ _____	\$ <u>79,000</u> -
<u>Carmichael Const precast erection</u>	\$ _____	\$ <u>60,000</u> -
_____	\$ _____	\$ _____
_____	\$ _____	\$ _____
_____	\$ _____	\$ _____

END OF SECTION 003000

Hastings Public Schools Office Of The Director Of Finance

MEMO

To: Craig Kautz, Superintendent

From: Jeff Schneider, Director of Finance



Re: Elementary Furniture Purchase

Date: May 10, 2016

I recommend that we accept the following quote from Virco for the purchase of furniture at Watson, Hawthorne, and Lincoln Elementary Schools. Virco was approved as our furniture provider for the Elementary Building Project

Price Information

Watson: \$102,880.59

Lincoln: \$55,568.60

Hawthorne: \$21,619.77

Total Cost: \$180,068.96

School Pediatrics Division

BILLING ADDRESS
West Faldley Medical Center
PO Box 5285
Grand Island, NE 68802
phone 308.382.0344 x 243
fax 308.382.3241
www.grandislandpt.com

DIRECTORS
Mary Walsh-Sterup, OTR/L, CHT
308.398.5170
mary@cnrehab.com

John Holling, PT
308.398.2170
John@cnrehab.com

SCHOOL LIAISON
Steve Morris
308.850.3399

April 20, 2016

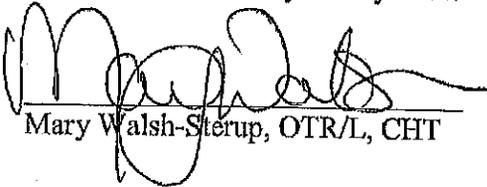
Hastings Public School
ATTN Donna Moss
1924 W A Street
Hastings, NE 68901-5650

Please consider this a letter of contract for our arrangement for occupational therapy services for the 2016-2017 school year.

We will supply an occupational therapist for occupational therapy services during the 2016-2017 school year.

The occupational therapy services will be billed out at the Department of Special Educations approved rate, which has yet to be determined by the State. Travel time will be billed out at an hourly rate of \$48.00 per hour, plus mileage. Mileage rates will not exceed the State Department of Administrative Services/Nebraska Department of Education rate, the current rate for the state is .54, but the billed rate from CNRS is .45. Mileage will be calculated by taking the total mileage per day and dividing it by the number of schools seen. Each school will pay an equal amount of the mileage. Either party can terminate this agreement upon sixty (60) days prior written notice.

Please sign both copies of this contract. Keep one for your records and return the other to us for confirmation of this contract. Please feel free to contact me with any question or concerns you may have.


Mary Walsh-Sterup, OTR/L, CHT

Administrator

4-20-16

Date

Date

PERSONNEL

Administrative Staff Appointment – Brian Laux

The administration recommends acceptance of the following administrative appointment:

Brian Laux from Social Studies Teacher to Assistant Principal position at Senior High to replace Thomas Szlanda who is transferring to another position. Mr. Laux's salary will be adjusted according to the administrative salary schedule.

Certificated Staff Retirements/Resignations – Candace Ahrens, Mindy Breckner, Catherine Davis, Erin Johnson, Kirsten Pawloski, Stephanie Shaw,

The administration recommends the following Certificated retirement(s) and resignation(s):

Candace Ahrens resigning from her English/Language Arts position at Senior High effective the end of the 2015-2016 school year.

Mindy Breckner resigning from her .50 FTE Instructional Facilitator/.50 FTE Title I position at Lincoln effective at the end of the 2015-2016 school year. Resignation received after April 15 and contingent on finding suitable replacement.

Catherine Davis resigning from her English/Language Arts/Journalism position at Senior High effective the end of the 2015-2016 school year.

Erin Johnson resigning from her Speech Language Pathologist position at Morton (HeadStart preschool) effective the end of the 2015-2016 school year. Resignation received after April 15 and contingent on finding suitable replacement.

Kirsten Pawloski resigning from her Grade 2 position at Longfellow effective the end of the 2015-2016 school year. Resignation received after April 15 and contingent on finding suitable replacement.

Stephanie Shaw resigning from her Social Studies position at Middle School effective at the end of the 2015-2016 school year.

Certificated Staff Transfers – Brittany McWhirter

The administration recommends the following Certificated transfer(s):

Brittany McWhirter to new Speech Language Pathologist position due to bringing Life Skills program in house. Ms. McWhirter wage and placement will remain the same according to the 2016-2017 certificated salary schedule. Ms. McWhirter is a new hire for 2016-2017 and this is a change in assignment from the March 21, 2016 personnel agenda.

Certificated Staff Appointments – Evan Kruger, Chelsey Holmquist, Stephanie Hoyt, Sarah Luther, Frances Marymee, Melissa Myers-Blake

The administration recommends the following Certificated appointment(s):

Evan Kruger to Special Education position at Senior High to replace Diane Mullen who is retiring at the end of the 2015-2016 school year. Mr. Kruger will be placed at BA-1 according to the 2016-2017 certificated salary schedule. Information about Mr. Kruger is attached.

Chelsey Holmquist to Vocal Music position at Middle School to replace Deb Dowling who is retiring at the end of the 2015-2016 school year. Ms. Holmquist will be placed at BA9-3 according to the 2016-2017 certificated salary schedule. Information about Ms. Holmquist is attached.

Stephanie Hoyt to Special Education position at Longfellow to replace Nathan Story who is transferring to another position. Ms. Hoyt will be placed at BA-3 according to the 2016-2017 certificated salary schedule. Information about Ms. Hoyt is attached

Sarah Luther to Special Education position at Senior High to replace Jeff Bittfield who is transferring to another position. Ms. Luther will be placed at MA27-6 according to the 2016-2017 certificated salary schedule. Information about Ms. Luther is attached.

Frances Marymee to Speech Language Pathologist position for pre-school to replace Holly Curtiss who is retiring at the end of the 2015-2016 school year. Ms. Marymee will be placed at MA36-15 according to the 2016-2017 certificated salary schedule plus a 10-day extended contract. Information about Ms. Marymee is attached.

Melissa Myers-Blake to Speech Language Pathologist position for pre-school to replace Erin Johnson who is resigning at the end of the 2015-2016 school year. Ms. Myers-Blake will be placed at MA27-14 according to the certificated salary schedule plus a 10-day extended contract. Information about Ms. Myers-Blake is attached.

Extra Standard Appointments – Richard Christy

The administration recommends the following Extra Standard appointment(s):

Richard Christy to Senior High Head Girls Golf for 2016-2017. Mr. Christy will be paid the proposed Senior High Head Girls Golf stipend of \$ 2,317.00 at Category II, Level 1 of the amended 2016-2017 extra standard salary schedule.

Extra Standard Resignations – Jade Bartunek, McKenzie Bertrand, Gwen Davidson, Catherine Davis, Kendra Laux, Ricky Matticks, Kirsten Pawloski, Adam Schwinn, Lauren Trimble, Rita Will

The administration recommends the following Extra Standard appointment(s):

Jade Bartunek resigning from Learning Team Liaison (Kindergarten) position at the end of the 2015-2016 school year.

McKenzie Bertrand resigning from Learning Team Liaison (Grade 2) position at the end of the 2015-2016 school year.

Gwen Davidson resigning from Learning Team Liaison (Business) position at the end of the 2015-2016 school year.

Catherine Davis resigning from Senior High Journalism position at the end of the 2015-2016 school year.

Kendra Laux resigning from Learning Team Liaison (6-12 PE) position at the end of the 2015-2016 school year.

Ricky Matticks resigning from Learning Team Liaison (K-12 Instrumental Music) position at the end of the 2015-2016 school year.

Kirsten Pawloski resigning from Senior High Assistant Volleyball position at the end of the 2015-2016 school year.

Adam Schwinn resigning from Senior High Assistant Volleyball position at the end of the 2015-2016 school year.

Lauren Trimble resigning from Learning Team Liaison (K-12 Art) at the end of the 2015-2016 school year.

Rita Will resigning from Learning Team Liaison (Grade 4) position at the end of the 2015-2016 school year.

Classified Staff Transfers – John Richards

The administration recommends acceptance of the following classified transfer(s):

John Richards from substitute Bus Driver to full-time Bus Driver to replace John Schakat who resigned. Mr. Richards salary will remain the same according to the classified salary schedule.

Classified Staff Releases/Resignations/Retirements – Alisha Cheyney, Alexandria Darling, Keandre Turner

The administration recommends acceptance of the following classified resignation(s).

Alisha Cheyney released from her Night Custodian position at Senior High effective May 2, 2016.

Alexandria Darling resigning from her Head Night Custodian position at Middle School effective April 29, 2016.

Keandre Turner released from his Night Custodian position at Hawthorne effective April 27, 2016.

Classified Staff Appointments – Robert Beahm, Randal Powell

The administration recommends acceptance of the following classified appointment(s):

Robert Beahm to Night Custodian position at Hawthorne to replace Keandre Turner who was released. Mr. Beahm will be paid the starting wage for Custodian according to the 2015-2016 classified salary schedule. Information about Mr. Beahm is attached.

Randal Powell to Custodian at Middle School to replace William Taylor who resigned. Mr. Powell will be paid the starting wage for Custodian according to the 2015-2016 classified salary schedule. Information about Mr. Powell is attached.