



Work Session

Thursday, November 10, 2022 @ 6:00 PM Central
Board Room at HPS District Offices, 1515 W 8th St, Hastings, NE 68901

1. Roll Call -
2. Announcement - Jim Boeve -
3. Welcome to HEA reps and guests - Jim Boeve -
4. Review Board Norms/Goal - Jim Boeve -
5. Superintendent's Intent to Extend - Jim Boeve -
6. Reminder to declare if running for President or Vice-President - Jim Boeve -
7. Information on "Spotlight on Learning" - Jeff Schneider -
8. Update on purchase of Video Display Scoreboard - Jeff Schneider -
9. Approve revision of Policy 204.01: Regular Board Meetings - Jeff Schneider -
10. Approve Amended and Restated Articles of Incorporation for the HPS Foundation - Craig Kautz -
11. Approve addition of 1.0 FTE paraeducator position - Dr. Tom Szlanda -

12. *Consent Agenda - Dr. Thomas Szlanda -

13. Reminders - Jim Boeve -

14. Executive Session - Jim Boeve -

15. The Board of Education returned to Open Session at p.m. - Jim Boeve -

16. Adjournment - Jim Boeve -

***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.

Students, staff, families and community will collaborate to maximize readiness for our student's college/career and citizenship. We will increase the rigor and relevance of each student's learning experience while meeting their academic and well-being needs.

Hastings Public Schools

Board of Education Norms

We will work to achieve consensus while valuing differences of opinion both within our Board and when considering the input of others.

We will conduct meetings and business in a manner that is fair and professional.

We will strive to ensure our decisions are congruent with the mission, vision, and strategic plan for the District.

Each member will be committed to the School Board process by attending meetings, being on time, coming prepared, adhering to the agenda (the President of the Board may adjust the order of the agenda to allow the fullest participation of the available members of the Board upon the request of a Board Member), *referencing Robert's Rules of Order*, and participating to their full potential.

We will gather the necessary data; seek expertise from within and outside of our District; and attempt to hear from any parent, student, or other community member in order to make wise decisions that reflect all stakeholders.

We will regularly and intentionally communicate with one another, the administration, faculty, staff, students, community, and the press to ensure information is shared openly and in a relevant, timely and appropriate manner.

We will also maintain confidentiality when necessary.

We will serve as advocates for K-12 public education within our community, as well as within the state of Nebraska.

We will recognize that, as community leaders, we will adhere to the character standards that are the core of our school: respect, responsibility, compassion, and honesty.

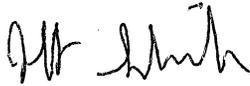
Our collective and fundamental purpose is to assure all students acquire the knowledge, skills, and behaviors essential to be successful individuals and responsible citizens.

October 28th, 2022

Members of the Hastings Public Schools Board of Education:

Please accept this document as the Superintendent's Notice of Intent to Extend. In my contract it states that I am required to give this to the Board between October 15th and December 1st. The Board has until December 31st to give notice to not extend. It has been a pleasure to serve in this capacity and I would love the opportunity to continue to do so.

Thank you,

A handwritten signature in black ink, appearing to read "Jeff Schneider". The signature is fluid and cursive, with the first name "Jeff" and last name "Schneider" clearly distinguishable.

Jeff Schneider
Superintendent
Hastings Public Schools

AMENDED AND RESTATED
ARTICLES OF INCORPORATION
OF

HASTINGS PUBLIC SCHOOLS FOUNDATION

ARTICLE I

NAME. The name of this corporation shall be:

HASTINGS PUBLIC SCHOOLS FOUNDATION

ARTICLE II

DURATION. This corporation shall have perpetual existence.

ARTICLE III

PURPOSE. This corporation is organized exclusively for charitable, educational and scientific purposes which shall include the following:

- A. To develop and administer a program to encourage, solicit and receive contributions, gifts, grants and devises of real and personal property from individuals, foundations, partnerships, associations, corporations and governmental bodies.
- B. To develop and administer framework to maintain and invest any funds so received.
- C. To apply, directly or indirectly, all or any part of the income and principal received from the above property to assist in the education of students, teachers and residents of the Hastings Public Schools who have made significant or exceptional contributions to the educational programs of the District. Such assistance may be in one or more of the following forms:
 1. Providing funding for program development such as grants to professional employees wishing to develop and implement innovative programs.
 2. Providing funding for staff development and in-service activities.
 3. Providing funding for special community relation's projects and publications.
 4. Providing funding for scholarships, loans, fellowships and research grants for students, former students and staff members.
 5. Undertaking such other activities as may be identified by the Board of Directors from time to time, limited, however, by the provisions of these

Articles of Incorporation, the corporation's By-Laws and applicable local, state and federal laws, rules and regulations.

- D. To invest and spend any restricted funds which may be received by the Foundation, such as scholarship funds, building funds, or special gifts, provided, however, such restricted gifts may not be accepted for any purpose other than one for which the corporation is organized.
- E. To promote quality education in the Hastings Public Schools by any legal means including financial aid and assistance to the District.

ARTICLE IV

POWERS. The corporation is organized under the Nebraska Nonprofit Corporation Act and shall have any may exercise all powers and rights conferred upon corporations by said Act, and any enlargement of such powers conferred by subsequent acts, as well as all powers and rights not otherwise denied non-profit corporations by the laws of the State of Nebraska, as may be necessary or convenient to fulfill the purposes set out in Article III hereof; provided, however, notwithstanding any other provision of these Articles of Incorporation, the following specific instructions shall apply:

- A. The corporation is organized exclusively for charitable, educational, religious or scientific purposes within the meaning of §501(c)(3) of the Internal Revenue Code, and the corporation shall not engage directly or indirectly in any activity, that would invalidate its status as a corporation which is exempt from federal income taxation as an organization described in §501(c)(3) of the Internal Revenue Code of 1986 or as a corporation, contributions to which are deductible under §170(c)(2) of the Internal Revenue Code of 1986.
- B. No part of the net earnings of the corporation shall inure to the benefit of, or be distributable to its members, trustees, officers, or other private persons, except that the corporation shall be authorized and empowered to pay reasonable compensation for services rendered and to make payments and distributions in furtherance of the purposes set forth in Article III hereof.
- C. No part of the activities of the corporation shall be the carrying on of propaganda, or otherwise attempting to influence legislation, and the corporation shall not participate in, or intervene in (including the publishing or distribution of statements) any political campaign on behalf of any candidate for public office.
- D. Upon the dissolution of the corporation, the Board of Directors shall, after paying or making provision for the payment of all of the liabilities of the corporation, dispose of all of the assets of the corporation exclusively for the purposes of the corporation in such manner, or to such organization or organizations organized and operated

exclusively for charitable, educational, religious or scientific purposes, or shall at the time qualify as an exempt organization or organizations under §501(c)(3) of the Internal Revenue Code of 1986 (or the corresponding provision of any further United States Internal Revenue law), as the Board of Directors shall determine; provided, however, if the Hastings Public Schools is in existence upon the dissolution of the corporation, and if the Hastings Public Schools qualifies as an exempt organization under §501(c)(3) of the Internal Revenue Code of 1986, the assets of the corporation shall be distributed to the Hastings Public Schools. Any assets not so disposed of shall be disposed of by a Court of Equity of the County in which the principal office of the corporation is located, exclusively for such purposes or to such organization or organizations, as said Court shall determine, which are organized and operated exclusively for an exempt purpose within the meaning of §501(c)(3) of the Internal Revenue Code of 1986.

ARTICLE V

BOARD OF DIRECTORS:

SECTION 1. Effective upon the adoption of these Amended and Restated Articles of Incorporation, the Board of Directors of the corporation shall consist of the following five members whose names and addresses are hereinafter set out and the same shall serve until new directors are elected and qualified according to the By-Laws of the corporation:

	<u>Name and Address</u>	<u>Initial Term Expires</u>
1.	Randal A. Chick 2910 Lake Park Lane Hastings, NE 68901	March <u>18</u> , 2004
2.	Jeff Andreasen 1635 Morningside Drive Hastings, NE 68901	March <u>18</u> , 2004
3.	Robert L. Foote 917 North Kansas Hastings, NE 68901	March <u>17</u> , 2005
4.	George Anderson 1018 North Kansas Hastings, NE 68901	March <u>17</u> , 2005
5.	John K. Pershing 1213 Pershing Road Hastings, NE 68901	March <u>16</u> , 2006

SECTION 2. Unless a greater number is specified in the By-Laws, the Board of Directors shall consist of five voting members who shall serve three (3) year terms. A Director may be re-elected to successive terms.

SECTION 3. In addition to the foregoing, the Superintendent of the Hastings Public Schools or his designee shall serve at all times as a non-voting member of the Board of Directors.

SECTION 4. A director may be removed by majority vote of the remaining directors when in the opinion of said majority removal is in the best interests of the corporation.

SECTION 5. The real estate and personal property of the corporation shall be under the complete control of the Board of Directors, which is charged with the responsibility of administering, disbursing, and expending said property in accordance with the purposes for which the corporation has been organized and exists and in accordance with the terms and conditions of the gift, grant, devise or bequest under which the corporation has received the property in question. Any transactions entered into, or documents or deeds executed by the President of the corporation and attested to by the Secretary, or by any other officers who have been duly authorized by resolution of the Board of Directors, shall constitute the valid act of the corporation.

ARTICLE VI

OFFICERS. The officers of the corporation shall consist of a President, Vice President, Secretary, Treasurer and such subordinate officers as may be provided from time to time by the By-Laws; provided, however, all officers shall be members of the Board of Directors.

ARTICLE VII

BY-LAWS. By-Laws of the corporation, as well as all amendments thereto, must be adopted by a majority of the Board of Directors in office.

ARTICLE VIII

AMENDMENTS. These Articles of Incorporation may be amended by the adoption of a resolution setting out the amendment by a majority of the Board of Directors elected; provided, however, no amendment may be adopted which changes or affects in any way the exempt status of the corporation under Sections 501(c)(3) or 170(c)(2) of the Internal Revenue Code of 1986.

ARTICLE IX

LIMITATION OF LIABILITY. The private property of the incorporators, directors and officers of this corporation shall not be subject to the payment of corporate debt.

ARTICLE X

PUBLIC BENEFIT. This Corporation is a Public Benefit Corporation within the meaning of Nebraska Law.

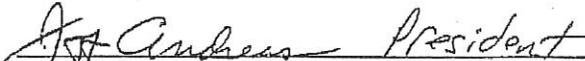
ARTICLE XI

REGISTERED OFFICE AND AGENT. The registered office of the corporation is 202 City National Bank Building, 800 West Third Street, Hastings, Nebraska 68901; the registered agent at such address shall be Charles W. Hastings.

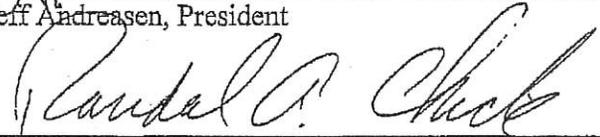
ARTICLE XII

NO MEMBERS. The corporation shall have no members.

Amendment of the Articles of Incorporation do not require the approval of members as the corporation has no members. The foregoing Amended and Restated Articles of Incorporation were duly approved by a duly adopted resolution of the Board of Education of the Hastings Public Schools on March 17, 2003 and were adopted by a unanimous vote of the Board of Directors of the Foundation on April 18, 2003. Notice of the meeting at which these Amended and Restated Articles of Incorporation were adopted was given to all directors in advance of the meeting along with a copy of the proposed change.



Jeff Andreasen, President



Randal A. Chick, Secretary

AMENDED AND RESTATED
ARTICLES OF INCORPORATION
OF THE
HASTINGS PUBLIC SCHOOLS FOUNDATION

ARTICLE I

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- A. To develop and administer a program to encourage, solicit and receive contributions, gifts, grants and devises of real or personal property from individuals, foundations, partnerships, associations, corporations and governmental bodies.
- B. To develop and administer a framework to maintain and invest any funds so received.
- C. To apply, directly or indirectly, all or any part of the income and principal received from the above property to assist in the education of students, teachers and residents of the Hastings Public Schools who have made significant or exceptional contributions to the educational programs of the District. Such assistance may be in one or more of the following forms:
 - 1. Providing funding for program development such as grants to professional employees wishing to develop and implement innovative programs.
 - 2. Providing funding for staff development and inservice activities.
 - 3. Providing funding for special community relation's projects and publications.
 - 4. Providing funding for scholarships, loans, fellowships and research grants for students, former students and staff members.

5. Undertaking such activities as may be identified by the Board of Directors from time to time, limited, however, by the provisions of these Articles of Incorporation, the corporation's By-Laws, and applicable local, state and federal laws, rules and regulations.
- D. To invest and spend any restricted funds which may be received by the Foundation, such as scholarship funds, building funds, or special gifts, provided, however, such restricted gifts may not be accepted for any purpose other than one for which the corporation is organized.
- E. To promote quality education in the Hastings Public Schools by any legal means including financial aid and assistance to the District.

ARTICLE IV

POWERS. The corporation is organized under the Nebraska Nonprofit Corporation Act and shall have, and may exercise, all powers and rights conferred upon corporations by said Act, and any enlargement of such powers conferred by subsequent acts, as well as all powers and rights not otherwise denied non-profit corporations by the laws of the State of Nebraska, as may be necessary or convenient to fulfill the purposes set out in Article III hereof; provided, however, notwithstanding any other provision of these Articles of Incorporation, the following specific instructions shall apply:

- A. The corporation is organized exclusively for charitable, educational, religious, or scientific purposes within the meaning of §501(c)(3) of the Internal Revenue Code, and the corporation shall not engage directly or indirectly in any activity, that would invalidate its status as a corporation which is exempt from federal income taxation as an organization described in §501(c)(3) of the Internal Revenue Code of 1986 or as a corporation, contributions to which are deductible under §170(c)(2) of the Internal Revenue Code of 1986.
- B. No part of the net earnings of the corporation shall inure to the benefit of, or be distributable to its members, trustees, officers, or other private persons, except that the corporation shall be authorized and empowered to pay reasonable compensation for services rendered and to make payments and distributions in furtherance of the purposes set forth in Article III hereof.
- C. No part of the activities of the corporation shall be the carrying on of propaganda, or otherwise attempting to influence legislation, and the corporation shall not participate in, or intervene in (including the publishing or distribution of statements) any political campaign on behalf of any candidate for public office.
- D. Upon the dissolution of the corporation, the Board of Directors shall, after paying or making provision for the payment of all of the liabilities of the corporation, dispose of all of the assets of the corporation exclusively for the purposes of the corporation in such manner, or to such organization or organizations organized and operated exclusively for charitable, educational, religious or scientific purposes, or shall at the time qualify as an exempt organization or organizations under §501(c)(3) of the Internal Revenue Code of 1986 (or the corresponding

provision of any further United States Internal Revenue law), as the Board of Directors shall determine; provided, however, if the Hastings Public Schools is in existence upon the dissolution of the corporation, and if the Hastings Public Schools qualifies as an exempt organization under §501(c)(3) of the Internal Revenue Code of 1986, the assets of the corporation shall be distributed to the Hastings Public Schools. Any assets not so disposed of shall be disposed of by a Court of Equity of the County in which the principal office of the corporation is located, exclusively for such purposes or to such organization or organizations, as said Court shall determine, which are organized and operated exclusively for an exempt purpose within the meaning of §501(c)(3) of the Internal Revenue Code of 1986.

ARTICLE V

BOARD OF DIRECTORS.

SECTION 1. Effective upon the adoption of these Amended and Restated Articles of Incorporation, the Board of Directors of the corporation shall consist of the following **fifteen** members whose name and addresses are hereinafter set out and the same shall serve until new directors are elected and qualified according to the By-Laws of the corporation:

<u>Name and Address</u>	<u>Term Expires</u>
1. Stephanie Adam 3509 Wendell Drive Hastings, NE 68901	December 31, 2024
2. Jane Bauer 1015 North Shore Drive Hastings, NE 68901	December 31, 2022
3. Sharon Brooks 1406 North Cedar Avenue Hastings, NE 68901	Appointed by the HPS BOE President Annually
4. Jalaene Choquette 1011 Highland Drive Hastings, NE 68901	December 31, 2024
5. Danny Graves North St. Joseph Avenue Hastings, NE 68901	December 31, 2024
6. Jeff Halloran 319 Greenhouse Court Hastings, NE 68901	December 31, 2023

- | | |
|---|-------------------|
| 7. Amy Hermes
1102 West 12th Street
Hastings, NE 68901 | December 31, 2022 |
| 8. Mike Howie
1608 Crestmoor Drive
Hastings, NE 68901 | December 31, 2022 |
| 9. Brenda Knapp
619 North Shore Drive
Hastings, NE 68901 | December 31, 2023 |
| 10. Rick Matticks
7920 South Marian Road
Hastings, NE 68901 | December 31, 2024 |
| 11. Matt Pershing
5911 Quail Ridge Avenue
Hastings, NE 68901 | December 31, 2023 |
| 12. Barbara Sergeant
410 Pheasant Circle
Hastings, NE 68901 | December 31, 2022 |
| 13. David Stuehrenberg
1341 Heritage Drive
Hastings, NE 68901 | December 31, 2023 |
| 14. Brady Rhodes
1000 West 9th Street
Hastings, NE 68901 | December 31, 2023 |
| 15. Kristi Rippe
1312 Heritage Drive
Hastings, NE 68901 | December 31, 2022 |

SECTION 2. Unless a greater number is specified in the By-Laws, the Board of Directors shall consist of sixteen voting members with fifteen of the sixteen members serving three (3) year terms. One voting member of the Hastings Public Schools Foundation's Board of Directors shall be appointed annually from the members of the Board of Education of the Hastings Public Schools by the Hastings Public Schools Board of Education President.

SECTION 3. In addition to the foregoing, the Superintendent of the Hastings Public Schools or his/her designee shall serve at all times as a non-voting member of the Board of Directors.

SECTION 4. A director may be removed by majority vote of the remaining directors when in the opinion of the said majority removal is in the best interests of the corporation.

SECTION 5. The real estate and personal property of the corporation shall be under the complete control of the Board of Directors, which is charged with the responsibility of administering, disbursing, and expending said property in accordance with the purposes for which the corporation has been organized and exists and in accordance with the terms and conditions of the gift, grant, devise or bequest under which the corporation has received the property in question. Any transactions entered into, or documents or deeds executed by the President of the corporation and attested to by the Secretary, or by any other officers who have been duly authorized by resolution of the Board of Directors, shall constitute the valid act of the corporation.

ARTICLE VI

OFFICERS. The officers of the corporation shall consist of a President, Vice-President, Secretary, and Treasurer and such subordinate officers as may be provided from time to time by the By-Laws; provided, however, all officers shall be **voting** members of the Board of Directors.

ARTICLE VII

BY-LAWS. By-Laws of the corporation, as well as all amendments thereto, must be adopted by a majority of the **voting** Board of Directors in office.

ARTICLE VIII

AMENDMENTS. These Articles of Incorporation may be amended by the adoption of a resolution setting out the amendment by a majority of the of the voting Board of Directors in office; provided, however, no amendment may be adopted which changes or affects in any way the exempt status of the corporation under §501(c)(3) or §170(c)(2) of the Internal Revenue Code of 1986.

ARTICLE IX

LIMITATION OF LIABILITY. The private property of the incorporators, directors and officers of this corporation shall not be subject to the payment of corporate debt.

ARTICLE X

PUBLIC BENEFIT. This corporation is a Public Benefit Corporation within the meaning of Nebraska Law.

ARTICLE XI

REGISTERED OFFICE AND AGENT. The registered office of the corporation is Perry, Guthery, Haase & Gessford, 233 South 13th Street, #1400, Lincoln, Nebraska 68508; the registered agent at such address shall be Justin Knight.

ARTICLE XII

NO MEMBERS. The corporation shall have no members.

Amendment of the Articles of Incorporation do not require the approval of members as the corporation has no members. The foregoing Amended and Restated Articles of Incorporation were duly approved by a duly adopted resolution of the Board of Education of the Hastings Public Schools on October 10, 2022, and were adopted by a unanimous vote of the Board of Directors of the Hastings Public Schools Foundation on October 12, 2022. Notice of the meetings at which these Amended and Restated Articles of Incorporation were adopted was given to all Directors in advance of the meeting along with a copy of the proposed change.

Matt Pershing, President

Barbara Sergeant, Secretary

Administrative Resignation/Release/Retire(s)

<u>Name</u>	<u>Assignment/Building</u>	<u>FTE</u>	<u>Effective</u>	<u>Replaces/Reason</u>
No Resignation/Release/Retire				

Administrative Transfer(s)

<u>Name</u>	<u>Former Assignment/Building</u>	<u>New Assignment/Building</u>	<u>Effective</u>	<u>Replaces/Reason</u>
No Transfers				

Administrative New Hire(s)

<u>Name</u>	<u>Assignment/FTE/Building</u>	<u>Effective</u>	<u>Degree/Level</u>	<u>College/University</u>	<u>Replaces/Reason</u>
No New Hires					

Certificated Resignation/Release(s)

<u>Name</u>	<u>Assignment/Building</u>	<u>FTE</u>	<u>Effective</u>	<u>Replaces/Reason</u>
No Resignation/Release(s)				

Certificated Transfer(s)

<u>Name</u>	<u>Former Assignment/Building</u>	<u>New Assignment/Building</u>	<u>Effective</u>	<u>Replaces/Reason</u>
No Transfers				

Certificated New Hire(s)

<u>Name</u>	<u>Assignment/FTE/Building</u>	<u>Effective</u>	<u>Degree/Level</u>	<u>College/University</u>	<u>Replaces/Reason</u>
No New Hires					

Extra Standard Resignation/Release(s)

<u>Name</u>	<u>Assignment/Building</u>	<u>Effective</u>	<u>Replaces/Reason</u>
No Resignation/Release(s)			

Extra Standard Transfer(s)

<u>Name</u>	<u>Former Assignment/Building</u>	<u>New Assignment/Building</u>	<u>Effective</u>	<u>Replaces/Reason</u>
No Transfers				

Extra Standard New Hire(s)

<u>Name</u>	<u>Assignment/Building</u>	<u>Level</u>	<u>Effective</u>	<u>Replaces/Reason</u>
Nick Drake	Assistant Girls Basketball/High School	CAT III, LVL 1	10/10/22	Elizabeth Vanderpool

Classified Resignation/Release(s)

<u>Name</u>	<u>Assignment/Building</u>	<u>FTE</u>	<u>Effective</u>	<u>Replaces/Reason</u>
Tyler Elkins	Night Custodian/Middle School	1.0	10/21/2022	Resign
Teresa Knoedler	SPED Paraeducator/Watson	1.0	10/10/2022	Resign
Ja'Lyn Molette	SPED Paraeducator/Middle School	1.0	10/13/2022	Release
Katherine Welk	Accompanist/Middle School	1.0	11/07/2022	Resign
Tawai Wiggins	Intervention Paraeducator/High School	1.0	10/25/2022	Release

Classified Transfer(s)

<u>Name</u>	<u>Former Assignment/Building</u>	<u>New Assignment/Building</u>	<u>FTE</u>	<u>Effective</u>	<u>Replaces/Reason</u>
Karen Edmisten	Skills3 Paraeducator/Longfellow	EL Paraeducator/Longfellow	1.0	10/10/2022	Convert unfilled SEBL para position due to increase in EL students at Longfellow
Edana Fergus	Night Custodian/High School	Night Custodian/Middle School	1.0	10/10/2022	Tyler Elkins
Joshua Necas	Maintenance/Districtwide	12 month Bus Driver/Districtwide	1.0	10/10/2022	John Schakat
Sarah Ostdiek	Library Paraeducator/Middle School	SPED Paraeducator/Middle School	1.0	10/10/2022	Ja'Lyn Molette

Classified New Hire(s)

<u>Name</u>	<u>Assignment/Building</u>	<u>FTE</u>	<u>Effective</u>	<u>Replaces/Reason</u>
Sharese Ballheim	SPED Paraeducator/Watson	1.0	TBD	Terese Knoedler
Tara Blodgett	Accompanist/Middle School	0.5	1/3/2023	Katherine Welk
Paige Schmidt	Library Paraeducator/Middle School	1.0	TBD	Sarah Ostdiek
Joshua Schutt	Night Custodian/High School	1.0	TBD	Edana Fergus (transfer)
Taylie Steinfeld	Skills 3 Paraeducator/Longfellow	1.0	10/25/2022	Karen Edmisten (transfer)