



**HASTINGS
PUBLIC SCHOOLS**

Assuring the essential.
Expanding the possible.

Work Session

Thursday, June 15, 2023 @ 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. Legislative Update - Jeff Schneider -
6. Re-affirm Superintendent succession plan - Jeff Schneider -
7. Annual review of Anti-Bullying policy 504.181 - Lawrence Tunks -
8. Approve purchase of security cameras for Middle School - Trent Kelly -
9. Approve home varsity activity admission prices - Dr. Tom Szlanda -
10. *Consent Agenda - Dr. Thomas Szlanda -
11. Reminders - Jim Boeve -

12. Executive Session - Jim Boeve -

13. The Board of Education returned to Open Session - Jim Boeve -

14. 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.

**HASTINGS PUBLIC SCHOOLS
BOARD OF EDUCATION**

SUPERINTENDENT SUCCESSION PLAN, 2023-2024

Acting Superintendent

Periodically, when the Superintendent must be away from the District on a planned short-term basis, the Superintendent will designate an administrator from the District to represent him or her during the short-term absence. In this instance, no action by the Board of Education is necessary. The Superintendent's designee will be communicated to the members of the Board of Education and the Administrative Team.

However, when the Superintendent will be away from the District or unable to carry out his or her responsibilities for an extended or unplanned period of time (greater than 14 calendar days or as determined by the Board), and is expected to return to his or her duties within the contract year, the Board of Education will appoint an Acting Superintendent from the members of the Administrative Team. Should such an appointment take place, the Acting Superintendent will be expected to adjust the administrative responsibilities of the Administrative Team to allow the Acting Superintendent to serve in the capacity of the chief educational officer while continuing to carry out the functions of his or her prior assignment. In this instance, a replacement administrator for the Acting Superintendent will not be employed.

Interim Superintendent

The Board of Education will appoint an Interim Superintendent when a long-term vacancy in the Superintendency occurs at a time when it is not possible for the District to hire a Permanent Superintendent. In consultation with the Board, the Superintendent Succession Planning Committee will be responsible for locating a suitable Interim Superintendent. The Superintendent Succession Planning Committee will advertise and contact professional organizations, state institutions that offer Superintendent Certification Programs, and others to determine the availability of an Interim Superintendent. When necessary, the Superintendent Succession Planning Committee will paper screen, interview, and check the references of Interim Superintendent candidates to formulate a recommendation for the consideration of the full Board. In all cases, an Interim Superintendent position will require proper action by the Board of Education. An Interim Superintendent may be appointed from members of the Administrative Team. Should this occur, the Board would need to find an interim replacement for the Administrative Team Member elevated to the Interim Superintendency. Absent action by the Board, an Interim Superintendent will not be able to apply for a Permanent Superintendent position.

Permanent Superintendent

When a vacancy in the Superintendency is planned, the Superintendent Succession Planning Committee will, in a timely fashion, request proposals from administrative search firms to be approved for use by the Board as determined by the Board. The selected search firm may be asked to carry out some if not all of the following tasks:

- Create a profile using the input of the Board to determine the knowledge, skills, and/or dispositions of a candidate capable of excelling as a Superintendent of the District;
- Advertise broadly;
- Conduct a paper screening and, as appropriate, a reference review to provide the Board with the most qualified applications for the Superintendent Succession Planning Committee to consider.

The Superintendent Succession Planning Committee will determine “finalists.” Once finalists are selected the following Interview Committees will be established by the Superintendent under the direction of the Superintendent Succession Planning Committee:

- Classified Staff: representing the major departments of maintenance, custodial, transportation, clerical, instructional support and other departments deemed appropriate.
- Certificated Staff: representing each elementary and secondary staff on an equal basis.
- Patron: made up of individuals willing to serve from a list of community members generated by Board Members.
- Administrative Staff: made up by Directors and Principals.
- Board of Education.

In addition to interviews with the above committees, the Board President will establish a tour of the District with an individual or individuals designated by the Board President.

The President of the Board of Education will serve as the spokesperson for the District during the selection process and when announcing a new Superintendent.

ANTI-BULLYING POLICY

One of the missions of the District is to provide a physically safe and emotionally secure environment for students and staff.

The administration and staff are to implement strategies and practices to reinforce and encourage positive behaviors by students. Positive behaviors include non-violence, cooperation, teamwork, understanding, and acceptance of others.

The administration and staff are to implement strategies and practices to identify and prevent inappropriate behaviors by all students, including anti-bullying education for all students. Inappropriate behaviors include bullying, intimidation, and harassment. Bullying means any ongoing pattern of physical, verbal, or electronic abuse on school grounds, in a vehicle owned, leased, or contracted by the school being used for a school purpose by a school employee or designee, or at school-sponsored activities or school-sponsored athletic events.

The school district shall review the anti-bullying policy annually.

Legal Reference: Neb. Rev. Stat. § 79-2137
Student Discipline Act, Neb. Rev. Stat. §§ 79-254 to 79-296
NDE February 2003 State Board Action; Reaffirmed December
2005

Approved 10/19/2015 Reviewed _____ Revised _____

HASTINGS PUBLIC SCHOOLS



May 17, 2023

Trent Kelly

Hastings Public Schools

1515 West 8th Street

Hastings, NE 68901

Re: Hastings Middle School Camera System

Dear Trent,

Enclosed is the proposal you have requested for the Hastings Middle School. Thank you for the opportunity to provide you with this proposal. Please be assured that if you accept this proposal, we will do everything we can to provide you with the most professional and efficient service possible.

Scope of Work

- Provide and replace the old analog camera system with a new digital camera system.
- Relocate some of the existing digital cameras to other areas of the school for better coverage.
- Remove all older analog cameras that are no longer needed.

*1710 West 2nd Street Hastings, NE 68901
2006 East Highway 30 Kearney, NE 68847
Phone (402) 462-0348 Fax (402) 462-5966*



INTEGRATED SECURITY SOLUTIONS

System Components

Qty.	Description
7	AXIS P37119-PLV Cameras
2	AXIS M3058-PLVE Cameras
2	AXIS P3268-LVE Cameras
3	AXIS Q3819-PVE Cameras
17	AXIS P4707-PLVE Cameras
3	AXIS M3116-LVE Cameras
5	AXIS T94N01D Pendant Kits
5	AXIS T91D61 Wall Mounts
5	AXIS T91A64 Corner Brackets
3	AXIS TQ3101-E Pendant Kits
1	AXIS T91L61 Mount
6	AXIS T8524 PoE+ Network Switches
14	AXIS T8612 Fiber Optic Connectors
1	Lot Keystone Jacks and Patch Cables
1	Lot Hardware and Fittings
1	Lot Wire and Cable

Pricing

The total price to provide and install the above is \$123,365.00

Payment

- The billing schedule for this quotation is as follows: 50% Deposit due upon approval of proposal. Monthly progressive billing will be issued throughout the project based on completion percentage. Final payment in full due net 15 days upon completion. Any alteration and/or deviation from the above specifications involving extra cost (including additional equipment, installation labor or technical services) will be made only upon written agreement and become an extra charge over and above the estimate.

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Clarifications

- This quotation is valid until 6/17/23
- Integrated Security Solutions, LLC carries worker's compensation and general liability insurance. A copy of our certificate can be requested upon receipt of notice-to-proceed.
- Work and equipment training will be performed between the hours of 8:00 a.m. to 4:30 p.m., Monday through Friday (includes after-hours work required by owner's building work rules). Training is specific to the equipment quoted.
- Idle time incurred by Integrated Security Solutions, LLC employees due to absence of required escorts, clearances, inability to enter the workspace, or other factors beyond our control, will be considered a change to the contract.
- Acceptance of this quote confirms there is no lead paint, mold spores or asbestos in the area in which we will be working.
- Integrated Security Solutions, LLC will not be held responsible for any delays due to manufacturer material shortages or delays in shipping.
- A 20% restocking fee may be assessed for any materials or products that are refused or cancelled.

Exclusions

- Power (120VAC)
- Any fiber optic cabling or fiber optic connections.
- Existing equipment not provided in this quotation cannot be guaranteed for proper functionality. Any equipment not in good working order will be assessed at time of issue and will be reported to owner with suggestions to correct, repair or replace. All additional components can be quoted or replaced on a time/materials basis if needed.
- Overtime and/or weekend work
- Patching and Painting
- Taxes and Shipping Charges
- Any required and/or directed work to bring the existing facility up to code is not included in this quotation.

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Warranty

- All equipment provided by Integrated Security Solutions, LLC is guaranteed against defects in workmanship for a period of one year after date of delivery. All labor shall be warranted for a period of 90 days from the date of completion. Warranty response will be given on a best-effort basis Monday through Friday, between the hours of 8:00 a.m. to 5:00 p.m., excluding weekends and holidays.

If you have any further questions or concerns, please do not hesitate to contact me. I look forward to working with you on this project.

Kindest Regards,

Bob Stutesman

Bob Stutesman

President/CEO

Acceptance of Proposal

The above prices, specifications and conditions are approved and are hereby accepted

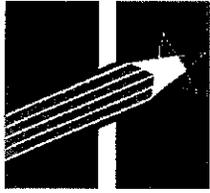
Authorized Signature

Date

Printed Name

Title

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HUMAN RESOURCES OFFICE

Memo

TO: HPS School Board .
FROM: Thomas Szlanda, Director of Human Resources & Operations
DATE: 6-7-2023
SUBJECT: VARSITY ADMISSION PRICES

The Eastern Midlands Conference Executive Committee voted at the beginning of May to change the conference admission prices to \$7.00 for adults and \$5.00 for students for varsity contests. Hastings Public Schools current cost of admission for varsity contests is \$6.00 for adults and \$4.00 for students. The Eastern Midlands Conference is recognizing the increased costs for running events, more workers required to run events, and the shortage of game officials.

Due to the increased admission costs for varsity contests, Hastings Public Schools would like to increase the cost of the "All Access" pass from \$70.00 to \$80.00 and the cost of a 10-punch ticket from \$40.00 to \$50.00.

Administrative Resignation/Release/Retire(s)					
Name	Assignment/Building	FTE	Effective	Replaces/Reason	
Resignation/Relieas/Retire(s)					
Administrative Transfer(s)					
Name	Former Assignment/Building	New Assignment/Building	Effective	Replaces/Reason	
No Transfers					
Administrative New Hire(s)					
Name	Assignment/FTE/Building	Effective	Degree/Level	College/University	Replaces/Reason
No New Hire(s)					
Certificated Resignation/Release(s)					
Name	Assignment/Building	FTE	Effective	Replaces/Reason	
Resignation/Relieas/Retire(s)					
Certificated Transfer(s)					
Name	Former Assignment/Building	New Assignment/Building	Effective	Replaces/Reason	
Angela Bardell	Grade 2/Hawthorne	Reading/Middle School	08/10/2023	Lauren Henry/Resign	
Carrie Kuhlmann	Adaptive P.E./Middle School	P.E. Middle School	08/10/2023	Pam Ripperger/Resign	
Certificated New Hire(s)					
Name	Assignment/FTE/Building	Effective	Degree/Level	College/University	Replaces/Reason
Elizabeth Dieken	Special Education/Middle School	August 2023	BA36-11	Lindenwood University	Mackenzie Treat/Resign
Extra Standard Resignation/Release(s)					
Name	Assignment/Building	Effective	Replaces/Reason		
Rick Christy	Head Girls Golf/High School	05/19/2023	Retire		
Rick Christy	Assistant Boys Track/High School	05/19/2023	Retire		
Kayla Johnson	Liaison/Morton	05/19/2023	Resign		
Judy Krueger	Liaison/Morton	05/19/2023	Resign		
Evan Kruger	Assistant Boys Track/High School	05/19/2023	Resign		
Amy Sloan	0.5 FTE Student Council/Hawthorne	05/19/2023	Resign		
Peter Theoharis	Head Boys Bowling/High School	05/19/2023	Resign		
Extra Standard Transfer(s)					
Name	Former Assignment/Building	New Assignment/Building	Effective	Replaces/Reason	
No Transfers					
Extra Standard New Hire(s)					
Name	Assignment/Building	Level	Effective	Replaces/Reason	
Diane Biere	Yearbook Sponsor/Middle School	CAT I, LVL 1	August 2023	Ruth Neilsen/Resign	
Anna Cafferty	Head Girls Golf/High School	CAT II, Lvl 1	August 2023	Rick Christy/Retire	
Sarah Horstmann	Learning Team Liaison/Morton	Learning Team Liaison	August 2023	Johnson/Resign	
Micahel McPhillips	Weight Training/Middle School	CAT A, LVL 1	August 2023	Daniel Lowther/Resign	
Shelby Schroeder	1/3 Student Council/Hawthorne	1/3 CAT A, LVL 1	August 2023	Amy Sloan/Resign	
Elizabeth Trausch	1/3 Student Council/Hawthorne	1/3 CAT A, LVL 1	August 2023	Amy Sloan/Resign	
Classified Resignation/Release(s)					
Name	Assignment/Building	FTE	Effective	Replaces/Reason	
Thomas Frase	Head Custodian/High School	1.0	05/26/2023	Resign	
Alicia Mick	SEBL Paraeducator/Alcott	1.0	05/19/2023	Resign	
Talaytha Maleskar	Skills 3 Paraeducator/Hawthorne	1.0	05/19/2023	Resign	
Cassandra Perez-Deloera	EL Paraeducator/Alcott	1.0	05/19/2023	Resign	
Destiny Thompson	SPED Paraeducator/Hawthorne	1.0	05/19/2023	Resign	
Classified Transfer(s)					
Name	Former Assignment/Building	New Assignment/Building	FTE	Effective	Replaces/Reason
Kelin Guzman	SPED Paraeducator/Alcott	EL Paraeducator/Alcott	1.0	08/10/2023	Cassandra Perez-Deloera/Resign
Julie Kranau	Title 1 Paraeducator/Lincoln	EL Paraeducator/Lincoln	1.0	8/10/2023	Delores Meyer/Retire
Amy Starky	SEBL Paraeducator/Lincoln	Tech Paraeducator/Lincoln	1.0	8/10/2023	Mary Lee Whitney/Retire
Rachel Witt	Skills 3 Paraeducator/Middle School	School	1.0	8/10/2023	Daniel Witt/Resign
Classified New Hire(s)					
Name	Assignment/Building	FTE	Effective	Replaces/Reason	
Tiffany Hanson	SPED Paraeducator/Hawthorne	1.0	8/10/2023	Destiny Thompson/Resign	
Toni Heather	Bus Driver/Transportation	1.0	8/10/2023	Doug Walter/Resign	
Jasmine Lara	Tech Paraeducator/Hawthorne	1.0	8/10/2023	Guadalupe Martinez-Torres/Resign	
Greg May	Maintenance/Maintenance	1.0	TBD	Josh Necas/Transfer	
Ross Novotne	Night Custodian/Senior High	1.0	5/17/2023	Kaleigh Kaus/Resign	
Jackie Robles	SEBL Paraeducator/Alcott	1.0	8/10/2023	Alicia Mick/Resign	
Andrea Sheppard	Office Paraeducator/Hawthorne	1.0	8/10/2023	Jareli Flores/Resign	