



Work Session

Thursday, October 12, 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. Hearing on the 2023-24 Tax Levy - Jeff Schneider and Erin Cafferty -
5. Review Board Norms/Goal - Jim Boeve -
6. Appoint Board Negotiations committee - Jim Boeve -
7. NASB Conference Reminder - Jeff Schneider -
8. Quarterly Financial Update - Jeff Schneider and Erin Cafferty -
9. Information on "Spotlight on Learning" - Jeff Schneider -
10. Approve 2023-24 Tax Levy - Jeff Schneider and Erin Cafferty -
11. Approve updated NDE Superintendent Evaluation tool - Jeff Schneider -

12. Re-affirm Multicultural Policy 604.04 - Lawrence Tunks -

13. Approve purchase of maintenance vehicle - Trent Kelly -

14. Amend Master Agreement Appendix B - Dr. Tom Szlanda -

15. *Consent Agenda - Dr. Thomas Szlanda -

16. Reminders - Jim Boeve -

17. Executive Session - Jim Boeve -

18. The Board of Education returns to Open Session - Jim Boeve -

19. 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.

Notice of Special Hearing To Set Final Tax Request

HASTINGS PUBLIC SCHOOLS (01-0018) in ADAMS County, Nebraska

PUBLIC NOTICE is hereby given, in compliance with the provisions of State Statute Section 77-1632, that the governing body will meet on the 12th day of October, 2023 at 6:00 o'clock P.M., at Hastings Public Schools Board Room, 1515 W. 8th St. for the purpose of hearing support, opposition, criticism, suggestions or observations of taxpayers relating to setting the final tax request.

	2022-2023	2023-2024	Change
Property Valuations	1,440,642,233	1,571,009,886	9%

2022-2023 Budget Information

2023-2024 Budget Information

Fund	2022-2023 Operating Budget	2022-2023 Property Tax Request	2022 Tax Rate	Property Tax Rate (2022-2023 Request Divided By 2023 Valuation)	2023-2024 Operating Budget	2023-2024 Proposed Property Tax Request	Proposed 2023 Tax Rate	Change in Tax Rate	Change in Operating Budget
General Fund	55,291,629.00	16,135,192.00	1.120000	1.027059	55,523,721.00	17,281,108.00	1.100000	-2%	0%
Bond Fund(s) K - 12	7,314,435.00	2,881,283.00	0.200000	0.183403	6,533,303.00	1,571,010.00	0.100000	-50%	-11%
Qualified Capital Purpose Undertaking Fund K - 12	2,748,092.00	316,939.00	0.022000	0.020174	2,722,916.00	188,521.00	0.012000	-45%	-1%
Total	65,354,156.00	19,333,414.00	1.342000	1.230636	64,779,940.00	19,040,639.00	1.212000	-10%	-1%

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.



Board of Education Goals 2023-2028



Focus On

STUDENTS

- Enhance district culture that places high value on the importance of student well-being, engagement and mental health
 - Emphasize the importance of active involvement and belonging through school clubs, activities and extra-curricular offerings
- Maximize support for all learners to optimize growth and achievement across the curriculum at all academic levels from PreK through career and college readiness
- Establish systems that prioritize attendance and behavior accountability

Focus On

STAFF

- Enhance district culture that places high value on the importance of staff well-being, engagement and mental health
 - Empower educator innovation and initiative
 - Creative with non-student contract time to support educational staff in the many complex tasks they perform
- Recruit, retain and professionally develop high quality staff through administrative support, competitive compensation and benefit packages, meaningful professional development and a safe and welcoming work environment
 - Pursue potential options to "Grow Our Own" educators through different opportunities for support staff, graduating students and others

Focus On

COMMUNITY

- Enhance district culture that places high value on the importance of community well-being, engagement and mental health
- Expand partnerships with Foundation
- Ensure school district leadership remains involved, visible and approachable throughout the community
- Increase partnerships and collaborations with our community for career awareness, community service initiatives and shared topics of interest that benefit all
- Communicate at a high level with our community through a broad array of techniques and strategies that engage citizens of all backgrounds

Assuring the essential. Expanding the possible.

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RESOLUTION

WHEREAS, the Board of Education of Adams County School District No. 01-18 a/k/a Hastings Public Schools is obligated to pay ongoing expenses and increasing expenditures to operate the school district; and

WHEREAS, the Board has determined that it needs to collect more property taxes than it collected in the prior year; and

WHEREAS, on September 27, 2023 and October 4, 2023 the Board published notice in a newspaper of general circulation, and

WHEREAS, said notice was published at least five days prior to the Board's special hearing,
And

WHEREAS, said notice included the required items as specific in Neb. Rev. Stat. § 77 1601.02;
NOW, THEREFORE, BE IT RESOLVED by the Board of Education of Adams County School District No. 01-18 a/k/a Hastings Public Schools that the Board has considered and approved the property tax request for the following year, as follows:

The amount of the property tax request is \$19,040,639.00. The total assessed value of property differs from last year's total assessed value by 9 percent;

The tax rate which would levy the same amount of property taxes as last year, when multiplied by the new total assessed value of property, would be \$1.213480 per \$100 of assessed value; The Hastings Public School District proposes to adopt a property tax request that will cause its tax rate to be \$1.212 per \$100 of assessed value; Based on the proposed property tax request and changes in other revenue, the total operating budget of Hastings Public School District will exceed last year's by (-1) percent,

The foregoing Resolution having been read in its entirety, Board Member moved for its passage and adoption. Board Member seconded same. After discussion and on roll call vote the following members voted in favor of passage and adoption of the above Resolution: member(s)
The following members voted against the same; member(s)
The following members were absent or not voting: member(s)

-
-

The above Resolution having been consented to and approved by the Board of Education of this School District, was declared as passed and adopted by the President at a duly held and lawfully convened meeting in full compliance with the Nebraska open meetings law,
DATED this day of October 12th, 2023.

ADAMS COUNTY SCHOOL DISTRICT NO. 01-18 A/K/A HASTINGS PUBLIC SCHOOLS
BY:

President or Other Board Member

ATTEST:

Secretary or Other Board Member

Superintendent Goals	Board Goal Aligns With			
<p>The Superintendent will participate in at least three community organizations, and serve as a visible representative of the District in speaking to community groups</p>	<p>Focus on Community</p>	<p>The Superintendent will update the board, in writing, on the progress of this goal semiannually by Jan. 1st and June 30th.</p>	<p> <input type="checkbox"/> Did not observe <input type="checkbox"/> Unsatisfactory <input type="checkbox"/> Needs to Improve <input type="checkbox"/> Met Expectations <input type="checkbox"/> Exceeded expectations <input type="checkbox"/> Outstanding </p>	<p>Optional: <input type="checkbox"/> Needs more emphasis <input type="checkbox"/> Needs less emphasis <input type="checkbox"/> Can be deleted</p>
<p>The Superintendent will attend a minimum of 20 events covering a broad variety of school activities. The Superintendent will interview students from elementary schools, middle school, and high school to gain a greater understanding of their student experience.</p>	<p>Focus on Students</p>	<p>The Superintendent will update the board, in writing, on the progress of this goal semiannually by Jan. 1st and June 30th. Part of this update is providing specific examples that demonstrate progress towards the goal.</p>	<p> <input type="checkbox"/> Did not observe <input type="checkbox"/> Unsatisfactory <input type="checkbox"/> Needs to Improve <input type="checkbox"/> Met Expectations <input type="checkbox"/> Exceeded expectations <input type="checkbox"/> Outstanding </p>	<p>Optional: <input type="checkbox"/> Needs more emphasis <input type="checkbox"/> Needs less emphasis <input type="checkbox"/> Can be deleted</p>
<p>The Superintendent will promote a culture in the district where employees feel supported by administration. (goal will be to interview a minimum of 40 employees to gather input).</p>	<p>Focus on Staff</p>	<p>The Superintendent will update the board, in writing, on the progress of this goal semiannually by Jan. 1st and June 30th. Part of this update is providing specific examples that demonstrate progress towards the goal.</p>	<p> <input type="checkbox"/> Did not observe <input type="checkbox"/> Unsatisfactory <input type="checkbox"/> Needs to Improve <input type="checkbox"/> Met Expectations <input type="checkbox"/> Exceeded expectations <input type="checkbox"/> Outstanding </p>	<p>Optional: <input type="checkbox"/> Needs more emphasis <input type="checkbox"/> Needs less emphasis <input type="checkbox"/> Can be deleted</p>

MULTICULTURAL EDUCATION

It shall be the policy of the Hastings Public Schools to prepare students to understand and respect the diversity that is a part of our heritage and to function in a pluralistic society. To this end, the District shall provide multicultural education.

Multicultural education is the identification, selection, and infusion into all subject areas of the core curriculum, grades kindergarten through twelve, of specific knowledge and skills for the purpose of:

- Affirming the culture, history, and contributions that shall include, but not be limited to, African Americans, Asian Americans, Hispanic Americans, and Native Americans; and
- Challenging and promoting the elimination of racism, prejudice, bigotry, discrimination, and stereotyping based on race; and
- Respecting multiple cultural perspectives; and
- Providing all students with opportunities to see themselves in the educational environment in positive ways and on a continuing basis.

Hastings Public Schools will utilize curriculum, instruction, staff development, counseling, and guidance services to attain such ends.

Legal Reference: Neb. Statute 79-719 et seq.
 NDE Rule 10.004.01A3
 NDE Rule 16

Cross Reference: 103 Equal Educational Opportunity
 601 General Policy Statement

Approved 2-16-04 Reviewed 10/11/2021 Revised _____

HASTINGS PUBLIC SCHOOLS

CIP-005308 NE 9-27-2011 4792



SUPER DUTY
 2011 FORD SUPER DUTY
 ALL FORD V8 STYLISH DIESEL
 4.0 SPEED AUTO TOROSHIP

PE D91735

STANDARD EQUIPMENT INCLUDED AT NO EXTRA CHARGE

- EXTERIOR**
- 120V OUTLET
 - 17" TOUCH UP/DOWN DRESS WITH
 - AIR COOL. MANUAL FRONT
 - 4.0L 3.0L SUN VISORS
 - CLUTCH SEATS W/4-WAY PWR DRY
 - OUTSIDE TEMP DISPLAY
 - PARTICULATE AIR FILTER
 - POWER LOCKS AND WINDOWS
 - STEERING/TILT/TELESCOPE
 - CRUISE & AUDIO CONTROLS
 - UPPER GLASSBOX STORAGE

- INTERIOR**
- FORDPASS™ CONNECT SOUND
 - HILLSHOT™ THERMATIC HODEN
 - HILL START ASSIST
 - MOON BENCH COOL SPRING PRT
 - SUSPENSION W/STABILIZER
 - REAR COLLISION ASSIST W/ABS
 - REAR VIEW CAMERA
 - REMOTE KEYLESS ENTRY
 - 15 WINSOR

- SAFETY/SECURITY**
- ADVANCED SECURITY PACK
 - ADJUSTABLE™ WITH BEZEL
 - AIRBAGS - SAFETY CANOPY
 - BELT ANCHOR CHINE
 - DRIVER'S ASSISTANCE AIR BAGS
 - SECURITY CODE KEYLESS KEYPAD
 - SOS POST-CRASH ALERT SYS™

- WARRANTY**
- 3-YEAR/50,000 MILE POWERTRAIN
 - 5-YEAR/100,000 MILE POWER ASSIST
 - 5-YEAR/100,000 MILE DIESEL ENGINE

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\$66,713.



MSRP	PRICE INFORMATION	MSRP
3,995.00	BASE PRICE	\$4,619.00
NO CHARGE	TOTAL OPTIONS/OTHER	12,223.00
400.00	TOTAL VEHICLE & OPTIONS/OTHER	66,839.00
NO CHARGE	DESTINATION & DELIVERY	1,595.00
100.00		
NO CHARGE		
118.00		
250.00		
1,150.00		

STAMP ONE	STAMP TWO	STAMP THREE	STAMP FOUR
FA37	RA1	SA30M CRT 2	PH011 N RB 2X 350 005308 06 01 32
<p>TOTAL MSRP \$68,839.00</p> <p>Whether you decide to lease or finance your vehicle you'll find the choices that are right for you. See your dealer for details or visit www.ford.com/finlease.</p>			

This label is affixed pursuant to the National Automobile Information Disclosure Act, Executive Order, and The Fair Credit and Lending Laws and is not included. Dealer installed options, or accessories are not included unless listed above.

California Air Resources Board

Environmental Performance

These ratings are not directly comparable to the U.S. EPA's 2011 light-duty vehicle label ratings. For information on how to compare, please see www.arb.ca.gov/ep_label.

Protect the environment. Choose vehicles with higher ratings:

Greenhouse Gas Rating (tailpipe only): **A+** **C** **D**

Smog Rating (tailpipe only): **A+** **B** **D**

Cleaner Cleaner

1FT8X35T9E091735

46 BUILT FORD DAILY YEARS TOUGH E-SERIES AMERICA'S BEST SELLING TRUCKS

FORD PROTECT

**APPENDIX B
EXTRA-STANDARD ASSIGNMENT RESPONSIBILITIES
2023-2024**

A. There are seven categories of assignments according to the degree of difficulty and the responsibility of the assignment

Category A

- | | |
|-------------------------------------|------------------------------------|
| 1. Elementary student council | 2. MS weight training |
| 3. MS cross country | 4. SH marching band facilitator |
| 5. MS drama | 6. SH Skills USA assistant sponsor |
| 7. MS/SH intramurals-1 season | 8. MS Skills USA sponsor |
| 9. SH National Honor Society | 10. SH assistant debate |
| 11. SH asst. vocal music | |

Category I

- | | |
|--------------------|---|
| 1. Problem solving | 2. MS/SH student council |
| 3. MS basketball | 4. SH DECA |
| 5. MS football | 6. SH foreign language |
| 7. MS orchestra | 8. SH assistant swimming |
| 9. MS track | 10. SH assistant tennis |
| 11. MS vocal music | 12. SH assistant cross country |
| 13. MS volleyball | 14. SH Skills USA sponsor |
| 15. MS wrestling | 16. MS garden sponsor-2 seasons |
| 17. MS yearbook | 18. SH assistant bowling/Unified
bowling |

Category II

- | | |
|--------------------------------|----------------------------------|
| 1. SH cable access coordinator | 2. SH assistant soccer |
| 3. SH head golf | 4. SH assistant softball |
| 5. SH orchestra | 6. SH head tennis |
| 7. SH dance team | 8. SH assistant track |
| 9. SH cheer squad | 10. SH weight training-2 seasons |
| 11. SH assistant baseball | 12. SH head bowling |

Category III

- | | |
|----------------------------|--|
| 1. SH assistant basketball | 2. SH head swimming |
| 3. SH head cross-country | 4. SH trainer (x # of seasons) |
| 5. SH debate | 6. SH assistant volleyball |
| 7. SH assistant football | 8. SH assistant wrestling |
| 9. SH journalism | 10. Associate director of bands |
| 11. SH speech | |

Category IV

- | | |
|---------------------|------------------------------------|
| 1. SH drama | 2. SH head softball |
| 3. SH vocal music | 4. SH head track |
| 5. SH head soccer | 6. Director of bands |
| 7. SH head baseball | 8. Director of musical productions |
| 9. SH show choir | |

Category V

- | | |
|-----------------------|-----------------------|
| 1. SH head basketball | 2. SH head volleyball |
| 3. SH head football | 4. SH head wrestling |

Special Category

1. Extended contract @ daily rate
 2. Learning Team Liaison 2.5% of base (\$921.25) and \$23/hr. for assigned managerial tasks
 3. Doctorate \$500
- B. Any newly created assignment will be categorized according to the degree of difficulty and its area of responsibility.
- C. Remuneration for special assignments, such as units of gymnastics and swimming, will be treated as intramural.
- D. Any coach who thinks he/she needs help should follow the proper procedures in requesting an assistant.
- E. The following percentages are calculated on the starting salary. If the starting salary is raised, so are the amounts corresponding to the percentages:

<u>Category</u>	<u>Level 1</u>	<u>Level 2</u>	<u>Level 3</u>	<u>Level 4</u>
A	3%	5%	7%	9%
I	5%	7%	9%	11%
II	7%	9%	11%	13%
III	9%	11%	13%	15%
IV	11%	13%	15%	17%
V	14%	16%	18%	20%

- F. Placing teachers on the schedule:
1. A teacher with 1 to 3 years of experience will be placed on Level I and wait two years to advance to the next level.
 2. A teacher with 3 or more years of experience will be placed on Level 1 but wait only one year to advance to the next level.
 3. After fulfilling items one and two, teachers will advance to the next level after two years in the same assignment.

Provided: In athletics, at both the Middle School and High School levels (beginning with the 2008-09 school year), no head coach is to receive less than one of the assistants.

The Board, under special circumstances, may deviate in placement on the salary schedule.

- G. The dollar figures for 2023-2024 are as follows:

<u>Percent</u>	<u>\$36,850</u>	<u>Percent</u>	<u>\$36,850</u>
3%	\$1,105.50	14%	\$5,159.00
5%	\$1,842.50	15%	\$5,527.50
7%	\$2,579.50	16%	\$5,896.00
9%	\$3,316.50	17%	\$6,264.50
11%	\$4,053.50	18%	\$6,633.00
13%	\$4,790.50	20%	\$7,370.00

Administrative Resignation/Release/Retire(s)

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

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 Hire(s)					

Certificated Resignation/Release(s)

<u>Name</u>	<u>Assignment/Building</u>	<u>FTE</u>	<u>Effective</u>	<u>Replaces/Reason</u>
No Resignation/Relieas/Retire(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>
Kennedy Howard	Grade 4/Alcott	8/1/24	BA-1	Hastings College	Open position

Extra Standard Resignation/Release(s)

<u>Name</u>	<u>Assignment/Building</u>	<u>Effective</u>	<u>Replaces/Reason</u>
No Resignation/Relieas/Retire(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>
Christian Yost	Director of Musical Productions/Senior High	CAT IV, M 1	Aug-23	New Position
Connor Zimmer	Problem Solving/Lincoln	CAT I, M 1	Aug-23	New Position

Classified Resignation/Release(s)

<u>Name</u>	<u>Assignment/Building</u>	<u>FTE</u>	<u>Effective</u>	<u>Replaces/Reason</u>
Sara Johnson	Night Custodian/Morton	0.5	9/7/23	Resign
Marissa Naegle	Bus Monitor/Transportation	1	9/18/23	Resign
Haley Tryon	Skills 3 Paraeducator/Hawthorne	1	10/31/23	Resign

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>
Cameron Daiss	Night Custodian/Middle School	Head Night Custodian/Middle School	1	9/10/23	Open Position
Julie Kort	SPED Paraeducator/Middle School	Library araeducator/Middle School	1	9/10/23	Paige Schmidt/Resign
Jasmin Lara	Technology Paraeducator/Hawthorne	Office Paraeducator/Hawthorne	1	9/10/23	Jareli Flores/Resign
Amanda Van Kirk	SPED-ED Paraeducator/Middle School	SPED Paraeducator/Middle School	1	9/10/23	Julie Kort/Transfer

Classified New Hire(s)

<u>Name</u>	<u>Assignment/Building</u>	<u>FTE</u>	<u>Effective</u>	<u>Replaces/Reason</u>
Jerzi Copple	Technology Paraeducator/Watson	1	TBD	Amy Hamburger/Resign
Heather Monnier	SPED-ED Paraeducator/Middle School	1	10/9/23	Amanda Van Kirk/Transfer
Courtney Svoboda	Skills 3 Paraeducator/Longfellow	1	9/18/23	Taylie Steinfeld/Resign
Eric Tucker	EL Assistance/Senior High/Middle School	1	10/9/23	Susan Cole/Resign