



**HASTINGS
PUBLIC SCHOOLS**

Assuring the essential.
Expanding the possible.

Work Session and Annual Board Reorganization Meeting

Thursday, January 11, 2024 @ 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. TEMPORARY CHAIRPERSON - Jeff Schneider -

5. ELECTION OF BOARD OFFICERS - Jeff Schneider -

5.1. Election of the President - Jeff Schneider -

5.2. Election of Vice President - Board President -

5.3. Election of the Secretary/Treasurer - Board President -

6. APPOINTMENT OF OFFICERS AND ADVISORS - Board President -

7. APPOINTMENT OF OFFICER FOR FEDERAL PROGRAMS - Board President -

8. DESIGNATION OF DEPOSITORIES - Board President -

9. FINANCIAL RESOLUTIONS - Jeff Schneider -

9.1. Investment Resolution - Jeff Schneider -

9.2. Borrowing Resolution - Jeff Schneider -

10. DESIGNATION OF OFFICIAL NEWSPAPER - Board President -

11. APPOINTMENT OF GNSA REPRESENTATIVE - Board President -

12. APPOINTMENT OF HASTINGS PUBLIC SCHOOLS FOUNDATION REPRESENTATIVE -
Board President -

13. APPOINTMENT OF MEMBERS OF THE STANDING COMMITTEE ON AMERICAN
CIVICS - Board President -

14. APPOINTMENT OF TWO BOARD MEMBERS TO THE SUPERINTENDENT'S
SUCCESSION PLANNING COMMITTEE - Board President -

15. APPOINTMENT OF BOARD MEMBERS TO THE NEGOTIATIONS COMMITTEE - Board
President -

16. Review Board Norms/Goal - Board President -

17. Information on "Spotlight on Learning" - Jeff Schneider -

18. Return to Learn plan update - Jeff Schneider -

19. Financial Quarterly Report - Erin Cafferty & Jeff Schneider -

20. Review and re-affirm Policy 202.02: Board Member Conflict of Interest - Jeff Schneider -

21. Approve Journalism National Conference travel - Lawrence Tunks -

22. *Consent Agenda - Dr. Thomas Szlanda -

23. Reminders - Board President -

24. Adjournment - Board President -

***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.

12/12/2024

Please consider this my notification of intent to run for president of the Hastings Public School Board for 2024.

Respectfully,

Becky Sullivan

December 18, 2023

Please consider this my notification of intent to run for Vice-President of the Hastings Public Schools Board of Education for 2024.

Respectfully,
Jodi Graves

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 Safe Return to Learn Plan

The Hastings Public Schools will ensure continuity of services, including but not limited to services to address student's academic needs and students' and staff social emotional, mental health, and other needs, which may include student health and food services.

HPS was able to accomplish this in the 2020-21 school year by using a variety of strategies, many of which are listed below. Counselors, Teachers, School Administrators, and School Psychologist were instrumental in the mental health accommodations for both students and staff members. Some of the other strategies/procedures were:

1. Face Coverings:
 - A. Required for students and staff in 20-21 until May 16th
 - B. Recommended in all HPS buildings since 5-16-21
 - C. Required for pre-k to 6th grade students beginning August 23rd
 - D. Required for 7-12 starting September 2, 2021
 - E. Based on attendance levels as approved at 2021 September Board Meeting.
2. Social Distancing:
 - A. Used alternate lunch procedures and spaces to allow as much as possible.
 - B. Attempted to use outdoor classrooms as much as possible
3. Hand washing and respiratory etiquette.
 - A. Scheduled extra time for hand washing and sanitizing.
 - B. Made hand sanitizer available in almost every room in the district
4. Cleaning and maintaining healthy facilities.
 - A. Altered cleaning routines to schedule more time to clean surfaces more often such as door handles, desks, etc
 - B. Using enhanced HVAC products to improve the air quality.
5. Contact tracing in combination with isolation and quarantine.

HPS will continue to work with local health officials in determining the need for isolation and quarantine for both students and staff members.
6. Diagnostic and screening testing.
 - A. HPS will continue to ask parents to screen students at home prior to bringing them to school.
 - B. HPS will continue to ask staff members to self-screen before reporting for duty.

7. Efforts to Provide Vaccinations to school community
HPS already has and will continue to offer our facilities to be used as vaccination sites for students with parental consent as well as for staff members.
8. Appropriate accommodations for children with disabilities with respect to health/safety policies
Each student with a disability will have accommodations to meet their health and safety needs.
9. Coordination with State and local health officials.
HPS will continue to meet with and coordinate with State and local health officials and will be prepared to change operating procedures should the need arise. We will also continue to monitor the guidance given by the CDC.

“Ensuring Continuity of Services”

Hastings Public Schools will continue to ensure continuity of services, including but not limited to services to address students’ academic needs and students’ and staff’s social, emotional, mental health, and other needs, which may include student health and food services.

“Public Comment Requirements”

Hastings Public Schools sought public comment/feedback during multiple board meetings during the 20-21, 21-22, & 22-23 school years as well as via phone calls and emails to the Administration. There will be continued opportunities for public feedback during the 23-24 school year as well (the district shall seek public comment for each six-month revision or revisions due to significant changes to CDC guidance). Anyone wishing to provide immediate feedback can do so by contacting Jeff Schneider, Superintendent, at 402-461-7511 or at jeff.schneider@hpstigers.org.

General Fund					
2021-22		2022-23		2023-2024	
Balance 9/1/21	7,212,193	Balance 9/1/22	8,787,688	Balance 9/1/23	9,216,502
Qtr 1 Expenses	11,162,530	Qtr 1 Expenses	12,336,711	Qtr 1 Expenses	12,070,686
Qtr 1 Receipts	12,468,419	Qtr 1 Receipts	12,077,013	Qtr 1 Receipts	12,751,423
12/1/2021 balance	8,518,082	12/1/2022 balance	8,527,990	12/1/2022 balance	9,897,239
Qtr 1 2021 Total	1,305,889	Qtr 1 2022 Total	-259,698	Qtr 1 2022 Total	680,737
Balance 9/1/21	1,838,359	Balance 9/1/22	1,902,084	Balance 9/1/23	2,321,433
Qtr 1 Expenses	116,540	Qtr 1 Expenses	419,078	Qtr 1 Expenses	86,654
Qtr 1 Receipts	278	Qtr 1 Receipts	9,307	Qtr 1 Receipts	21,241
12/1/21 Balance	1,722,097	12/1/2022 balance	1,492,313	12/1/2023 balance	2,256,021
Total	-116,262	Total	-409,771	Total	-65,412
Qtr 1 2021 Total	1,189,627	Qtr 1 2022 Total	-669,469	Qtr 1 2023 Total	615,324

BOARD MEMBER CONFLICT OF INTEREST

It shall be the responsibility of each Board member to be aware of an actual or potential conflict of interest. It shall also be the responsibility of each Board member to take the action necessary to eliminate such a conflict of interest. Should a conflict of interest arise, a Board member should not participate in any action relating to the issue from which the conflict arose.

No voting Board member may have an interest in any contract to which the District, or anyone for its benefit, is party. The prohibition applies when the Board member or the Board member's immediate family is a partner, director, officer, or stockholder of closed corporation stock worth one thousand dollars or more at fair market value or which represents more than a five (5) per cent equity interest or is a stockholder of publicly traded stock worth ten thousand dollars or more at fair market value or which represents more than ten (10) percent equity interest. An individual who occupies a confidential professional relationship protected by law is exempt from this policy. This policy does not apply to publicly traded stock under a trading account.

The above prohibition does not apply if the voting Board member:

1. Supplies a written statement describing the matter up for decision and the nature of the conflict to the Board secretary. The secretary shall enter the statement onto the public records of the District.
2. The Board member must take such action as the Commission advises to remove himself or herself from influence over the decision.
3. Does not vote on the matter of granting the contract, except if the number of members of the Board declaring an interest in the contract would prevent the Board, with all members present, from securing a quorum on the issue then all members may vote on the matter and this action will be reported to the commission; and
4. Does not act for the District to inspect, supervise, or determine the performance of contracts under which he or she has an interest.

A Board member who is an employee of a business involved in a contract with the District and who has no ownership interest or will receive no direct fee or commission shall not be deemed to have an interest within the meaning of this policy. The receiving of deposits, cashing of checks, and buying and selling of warrants and bonds of indebtedness of any school district by a financial institution will not be considered an interest in the contract under this policy.

If a Board member's immediate family member is an employee of the School District, the member may vote on all issues of the contract which are generally applicable to all employees or all employees within a classification and does not single out his or her family member for special action.

Any contract entered into with an interested Board member shall be subject to applicable competitive bidding requirements and shall be fair and reasonable to the School District.

A voting Board member or District employee may employ, recommend the employment of, or supervise the employment of an immediate family member if he or she does not abuse his or her official position and makes a full disclosure of the relationship to the Board and a written disclosure of the relationship to the Board secretary. No Board member or administrator shall employ an immediate family member without first having made a reasonable solicitation and consideration of applications for such employment. The family member must be qualified for, able to perform, and required to perform the duties of the position. The family member must not be paid an unreasonably high salary. No existing employee may be terminated for the purpose of making a position available to such a family member.

Any newly elected or appointed Board member or administrator shall make a full disclosure of any immediate family member employed in a position subject to this policy as soon as reasonably possible after the date of taking office.

No Board member or District employee shall use their position or any confidential information received through their position to obtain financial gain, other than compensation provided by law, for himself or herself, an immediate family member, or a business with which the individual is associated. No Board member shall use, or authorize the use of, personnel, property, resources, or funds under his or her official care for the purpose of campaigning for or against the nomination or election of a candidate or the qualification, passage, or defeat of a ballot question.

The Superintendent shall keep a record for the District for every contract entered into by the District in which a Board member has an interest. This information shall be kept for five years from the date of the Board member's last day in office and will include the following:

1. Names of contracting parties;
2. The nature of the interest of the Board member in question;
3. The date that the contract was approved by the District;

4. The amount of the contract; and
5. The basic terms of the contract.

The record kept by the Superintendent shall be available for public inspection during the normal working hours of the Superintendent's Office.

An open account established by the District with a business in which a Board member has an interest shall be deemed a contract subject to the provisions of this policy. The Superintendent shall maintain a running account of all amounts purchased in open accounts.

Contracts involving one hundred dollars or less in which a Board member may have an interest are excluded from the provisions of this policy.

Legal Reference: Nebraska Statute 49-1493 to 14,103.7

Cross Reference:	201	Legal Status of the School Board
	202.01	Board Member Code of Ethics
	206.04	Board Member Compensation and
Expense	402.04	Nepotism

Approved 6-17-02 Reviewed 7-18-16, 8-15-16 Revised 8-15-16

HASTINGS PUBLIC SCHOOLS

Rationale/Proposal

I have wanted to take Tiger Cub News students to a National Convention since I presented at one a few years ago. Seeing the students there engaged and thriving in student journalism was encouraging and exciting. Students need to find their niche and high school is the place to do so. I fully believe that adding this trip to our student journalism program would not only help make students aware of the opportunities for student journalism at Hastings High, but would also be a wholesome learning experience for both the students and myself. Journalism is a forever changing and evolving field, much like teaching, I can only bring so much to the classroom without needing professional development and how great would it be to not only learn myself, but alongside students. This is a student led journalism program and their involvement is crucial.

I currently have 8-12 current students interested in this trip. My proposal for next year, Fall 2023, is for roughly 12 students to travel to Philadelphia with me. As of now, I used the information provided by the Journalism Education Association (JEA) for the Spring convention in LA to provide tentative itineraries for you. The JEA provides a ton of resources and information to aid in the planning of this trip, there are folders and folders. If you have any questions or need other information, please feel free to let me know.

Why conventions matter

LA

JEA/NSPA National High School Journalism Convention

April 7-9, 2022 • Westin Bonaventure Los Angeles

spring.journalismconvention.org

Registration opens Feb. 1
Early bird pricing ends March 1
Registration closes March 28

Hotel reservations open Feb. 8
Hotel reservations close March 16

JEA/NSPA member rates
Early bird registration • \$125
Regular registration • \$145

Nonmember rates
Early bird registration • \$175
Regular registration • \$195

Conventions serve the educational program by providing students and teachers opportunities beyond those available in the school setting.

Hone 21st Century Skills

Hundreds of practical and professional learning sessions, from high-profile keynotes to specific, problem-solving breakouts, hands-on workshops and discussion groups.

Participate in a professional learning community

Teachers meet with members of a professional learning community to set and evaluate goals, analyze data and share common content ideas for classroom implementation.

Introduce students to admissions officers and experts in journalism

Campus recruiters, admissions officers and military representatives help students with college and career planning at the trade show. Industry professionals share advice and answer questions at Break with a Pro sessions.

Test knowledge and gain national recognition

Students compete and receive national award recognitions through JEA National Student Media Contests, JEA National Quiz Bowl, NSPA Pacemaker awards and NSPA Best of Show. Teacher training available for CTE certifications and JEA certification testing.

Provide life-changing experiences for students with limited resources

First-time attendee grants and registration scholarships available.

“Conventions are the best value-added educational opportunity school boards can provide for student journalists and their advisers. It gives students a chance to hone 21st Century Skills like collaboration, creativity, communication and problem-solving, which are career skills we hope all students will leave with when they graduate.”

— Jane Blystone, MJE, school board director, North East (Pennsylvania) School District

JEA. NSPA
LOS ANGELES

- > Downtown Westin Bonaventure is located between the Fashion District and Arts District with easy access to transportation and entertainment venues.
- > Supervised student entertainment Friday night.
- > Code of Conduct and COVID-19 Waiver of Liability required for all attendees, speakers and vendors. A parent/guardian must also sign with student attendee.
- > LA County venues and restaurants require proof of vaccination.

PANDEMIC PRECAUTIONS*

- > Proof of vaccination is required for ALL attendees, speakers and vendors.
- > Masks required to attend convention programs.
- > Negative COVID-19 test recommended prior to traveling.
- > Schoolroom seating in breakout sessions for increased distance between attendees.
- > Certified Pandemic Compliance Officers on-site.
- > Registration refunds (may not apply to some Extras) available prior to April 7.

**Precautions may be adjusted based on Centers for Disease Control and Prevention, and Los Angeles County and California health department guidelines.*



The National Association of Secondary School Principals has placed this program on the 2021-22 NASSP List of Approved Contests, Programs and Activities for Students.

Journalism Education Association • nhsjc@jea.org • 785-532-5532
National Scholastic Press Association • info@studentpress.org • 612-200-9254

Sample Itinerary for Nov. Philadelphia JEA Convention
Nov. 7-10 in Philadelphia at Philadelphia Marriott

Nov. 6th

Fly out late afternoon (if we can after school)

Arrive in Philadelphia

Nov. 7th (tentative stolen from the itinerary for LA this Spring)

8:30: Group photo in lobby

9 a.m. first breakout session begins

9, 10, 11, 12 attend classes

1 p.m. return to hotel rooms to change, etc

1-3 p.m. free time for lunch/sightseeing as a group

3:30 return to hotel, head to Write-offs

4-6 p.m. Write-off contests

6-8 p.m. dinner **open to suggestions**

8 p.m. return to hotel

8:30 p.m. student dance (and/or free time in hotel)

11 p.m. room checks

Nov. 8th

9 a.m. first breakout session begins

9, 10, 11, 12 attend classes

1 p.m. return to hotel rooms to change, etc

1-3 p.m. free time for lunch/sightseeing as a group

3:30 return to hotel, head to Write-offs

4-6 p.m. Write-off contests

6-8 p.m. dinner **open to suggestions**

8 p.m. return to hotel

8:30 p.m. free time in hotel

11 p.m. room checks

Nov. 9th

Convention sessions 8-12

1-3 p.m. lunch/sightseeing

3:30-6:30 awards ceremony/closing

Nov. 10th

Fly back mid-morning? If possible

Estimated Student Cost

Flights: Cost right now out of Grand Island is \$569 round trip (cannot check for the exact dates as the airline planner doesn't go out that far)

Room: Locked in price of \$239 a room
With 4 per room: \$59.75 a night
X4 nights: \$239

Registration ranges from \$125-\$195 a person

Student price: roughly \$1,003 per student (I used \$195 registration cost for this)
+ Money for food and attractions (optional)

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>
John Hauser	Hawthorne Principal	District - Director of Learning & Support	7/1/24	new/reinstated position

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>
Briana Charity	Kindergarten/Hawthorne	1.0	5/22/2024	Resign
Sharidan Erb	Preschool/Morton	1.0	5/22/2024	Resign
Judy Krueger	Preschool/Morton	1.0	5/22/2024	Retire

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 Hire(s)					

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>
Gabriel Haynes	Head Boys Golf/Senior High	CAT II, Lvl 1	1/10/24	Alison Soucie/Resign

Classified Resignation/Release(s)

<u>Name</u>	<u>Assignment/Building</u>	<u>FTE</u>	<u>Effective</u>	<u>Replaces/Reason</u>
Samantha Ashby	Skills 2 Paraeducator/Senior High	1.0	12/21/2023	Release
Jenny Murman	Skills 3 Paraeducator/Alcott	1.0	12/21/2023	Resign
Eric Tucker	EL Instructional Support/Middle School	1.0	12/21/2023	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>
No Transfers					

Classified New Hire(s)

<u>Name</u>	<u>Assignment/Building</u>	<u>FTE</u>	<u>Effective</u>	<u>Replaces/Reason</u>
Shelly Julian	Business Manager/Administration	1.0	1/15/24	Erin Cafferty/Resign
Colton Shore	Night Custodian/Senior High	1.0	1/5/24	Eagle Cleaning
Madison Sloan	Skills 2 Paraeducator/Watson	1.0	1/4/24	Holli Weiss/Resign
Elizabeth Streff	Skills 2 Paraeducator/Senior High	1.0	TBD	Samantha Ashby/Release
Timothy Tippin	SPED-ED Paraeducator/Senior High	1.0	1/4/24	Open Position from 22-23