



**HASTINGS
PUBLIC SCHOOLS**

Assuring the essential.
Expanding the possible.

Work Session

Thursday, July 11, 2024 @ 6:00 PM Central
Board Room at HPS District Offices, 1515 W 8th St, Hastings, NE 68901

1. Roll Call -

2. Announcement - Becky Sullivan -

3. Welcome to HEA reps and guests - Becky Sullivan -

4. Review Board Norms/Goal - Becky Sullivan -

5. Board Report - Becky Sullivan -

6. Quarterly Financial Report - Jeff Schneider and Shelly Julian -

7. 2024-25 Budget Preparation - Jeff Schneider and Shelly Julian -

8. Notice of Settlement of Claim - Jeff Schneider -

9. Approve 2nd Reading of revised Policy 502.11 Student Promotion - Jeff Schneider -

10. Approve 2nd Reading of new Policy 611.01 Classroom Environment - Jeff Schneider -

11. Approve 2nd Reading of new Policy 1005.082 Firearm Policy - Jeff Schneider -

12. Approve revised Policy 409.01 Certificated Employee Professional Growth (single read) - Jeff Schneider -

13. Require the Superintendent to install “In God We Trust” signage in designated locations in each school building - Jeff Schneider -

14. *Consent Agenda - Dr. Thomas Szlanda -

15. OPPORTUNITY FOR PUBLIC TO BE HEARD - Becky Sullivan -

16. Reminders - Becky Sullivan -

17. Adjournment - Becky Sullivan -

***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.

Quarterly Report, 3rd Quarter for SY 23-24

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 1-3 Expenses	33,840,112	Qtr 1-3 Expenses	35,814,865	Qtr 1-3 Expenses	37,355,992
Qtr 1-3 receipts	40,342,869	Qtr 1-3 receipts	41,030,620	Qtr 1-3 receipts	44,278,166
6/1/22 balance	13,714,950	6/1/2023 balance	14,003,444	6/1/2024 balance	16,138,676
2021-22 Qtr 1-3 total	6,502,757	2022-23 Qtr 1-3 Total	5,215,756	2023-24 Qtr 1-3 Total	6,922,175
Cooperative Fund					
Balance 9-1-21	1,838,359	Balance 9/1/22	1,902,084	Balance 9/1/23	2,321,433
Qtr 1-3 Expenses	333,855	Qtr 1-3 Expenses	959,247	Qtr 1-3 Expenses	275,706
Qtr 1-3 Receipts	26,069	Qtr 1-3 receipts	180,568	Qtr 1-3 receipts	93,945
6-1-22 balance	1,530,573	6/1/2023 balance	1,123,405	6/1/2024 balance	2,139,672
21-22 total	-307,786	22-23 Total	-778,679	23-24 Total	-181,761
Qtr 1 & 21-22 Total	6,194,971	2022-23 Qtr 1-3 Total	4,437,077	2023-24 Qtr 1-3 Total	6,740,413

Hastings Public Schools Receipts

	20-21	21-22	22-23	23-24 est.	24-25 (est)
local	15,034,559	15,487,269	17,039,485	17,427,000	17,300,000
state aid	19,896,331	21,491,019	20,773,426	20,627,181	20,546,908
sped	3,055,549	2,968,321	2,952,749	4,800,000	5,000,000
state	2,196,368	2,190,197	2,532,999	2,200,000	2,200,000
Fed	3,669,009	4,550,277	5,434,373	5,000,000	6,000,000
Total	43,851,816	46,687,083	48,733,032	50,054,181	51,046,908

STUDENT PROMOTION

Pupils will be enrolled in grades and classes in which they can be expected to master established District instructional/learning objectives. All pupils who are included under the compulsory school attendance law must be enrolled and required to attend all classes prescribed by the state and the District Board of Education unless exempt by the school authorities.

Students will normally progress annually from grade to grade. Exceptions may be made when, in the judgment of the principal and other professional staff, such exceptions are in the best educational interest of the students involved. Exceptions will always be made after prior notification and explanation to each student's parents. Parents may ask the Superintendent of Schools to review the recommendation and make the final the decision if they are not satisfied with the rationale.

High school students will be classified in certain grades according to the following criteria:

- Freshman (ninth-grade student) - A student in his/her first year of a four-year senior high school or a student with sufficient credits to expect graduation in four years.
- Sophomore (tenth-grade student) - A student in the second year of enrollment in a four-year senior high school who has earned sufficient credits to expect graduation in three years (55 credit hours or more).
- Junior (eleventh-grade student) - A student with two or more years of enrollment in a senior high school who has earned sufficient credit to expect graduation in two years (110 credit hours or more).
- Senior (twelfth-grade student) - A student with three or more years of enrollment in a senior high school who has earned sufficient credit to expect graduation in one year (165 credit hours or more).

Legal Reference: Neb. Statute 79-526
R.R.S. 79-443 District Board; schools; supervision
and control

Cross Reference: 100 District Organization and Basic Commitments
503 Student Attendance
509.05 Graduation

Approved 9-15-03 Reviewed _____ Revised _____

HASTINGS PUBLIC SCHOOLS

STUDENT PROMOTION

Pupils will be enrolled in grades and classes in which they can be expected to master established District instructional/learning objectives. All pupils who are included under the compulsory school attendance law must be enrolled and required to attend all classes prescribed by the state and the District Board of Education unless exempt by the school authorities.

Students will normally progress annually from grade to grade. Exceptions may be made when, in the judgment of the principal and other professional staff, such exceptions are in the best educational interest of the students involved. Exceptions will always be made after prior notification and explanation to each student's parents. Parents may ask the Superintendent of Schools to review the recommendation and make the final the decision if they are not satisfied with the rationale.

If a parent or guardian would like their student to retake a grade level, the parent or guardian must meet with the Superintendent or designee to discuss the student repeating a grade. At that meeting, the parent or guardian must provide evidence of academic needs, illness, or excessive absenteeism that would warrant the student to repeat the grade. A student in kindergarten through fourth grade may be retained due to academic needs, illness, or excessive absenteeism. A student in grades fifth through twelfth grade may be retained due to excessive absenteeism. At such meeting, the Superintendent or designee shall identify any alternative educational opportunities, including remedial instruction, if applicable, and verify any special education supports available to such student. If the student's parent or guardian still intends for their student to repeat a grade, such parent or guardian shall then complete the required form and return such form to the District. Upon completion of the form and if all requirements pursuant to this policy and law are met, the District shall permit the student to repeat the student's grade for the next school year.

High school students will be classified in certain grades according to the following criteria:

- Freshman (ninth-grade student) - A student in his/her first year of a four-year senior high school or a student with sufficient credits to expect graduation in four years.
- Sophomore (tenth-grade student) - A student in the second year of enrollment in a four-year senior high school who has earned sufficient credits to expect graduation in three years (55 credit hours or more).
- Junior (eleventh-grade student) - A student with two or more years of enrollment in a senior high school who has earned sufficient credit to expect graduation in two years (110 credit hours or more).

- Senior (twelfth-grade student) - A student with three or more years of enrollment in a senior high school who has earned sufficient credit to expect graduation in one year (165 credit hours or more).

Legal Reference: Neb. **Rev.** Stat. Sec. 79-526
 R.R.S. 79-443 District Board; schools; supervision
 and control

Cross Reference: 100 District Organization and Basic Commitments
 503 Student Attendance
 509.05 Graduation

Approved 9-15-03

Reviewed 06-13-24

Revised 06-17-24

HASTINGS PUBLIC SCHOOLS

Instruction

Classroom Environment

At all times, teachers are expected to organize, maintain and ensure that their classroom is in a safe, orderly and clean condition for student learning. Classrooms should be free from distractions (such as inappropriate or unprofessional posters or other displays) and other apparatus that may cause student health problems. Teachers who are uncertain as to whether their classroom meets this requirement are encouraged to consult with their building principal in a proactive manner.

The District will only permit the Gall-Peters projection map (or a similar cylindrical equal-area projection map) or the AuthaGraph projection map for display or use in the classroom.

Legal Reference: Neb. LB 1329 (2024)

Approved _____ Reviewed _____ Revised _____

HASTINGS PUBLIC SCHOOLS

Firearm Policy

It shall be the policy of the Hastings Public Schools to undertake all reasonable efforts to prohibit the unlawful possession, the knowingly and intentionally selling, attempting to sell, providing, loaning, delivering, or in any other way transferring the possession of a firearm to a juvenile, and to prevent the unlawful possession of a firearm, including concealed firearms, in a school, on school grounds, in a school owned vehicle, or at a school sponsored activity or athletic event. This policy shall not apply to the issuance of firearms to or possession by members of the Armed Services of the United States, active or reserve, National Guard of the State, or reserve officers training corp, peace officers, or other duly authorized law enforcement officers when on duty or training or when contracted by a school to provide school security or school event contract services. Further, nothing in this policy shall be construed to require school action when a firearm is lawfully possessed by a person receiving instruction, or instruction under the immediate supervision of an adult instructor, or as to firearms contained within a private vehicle operated by a non-student adult when the firearm is not loaded, is encased, and is either in a locked firearm rack that is on a motor vehicle or is in a case that is expressly made for the purpose of containing a firearm and that is completely zipped, snapped, buckled, tied or otherwise fastened with no part of a firearm exposed.

Any unlawful use or possession of a firearm, including concealed firearms, as described in this policy and as described by statute shall as soon as is reasonably possible be reported to an appropriate peace officer. Nothing in this policy shall be construed to prevent the district from carrying out regular disciplinary procedures as have been adopted by the Board of Education or as otherwise authorized by law.

Legal Reference: Neb. Rev. Stat. Sec. 28-1204.04

Approved _____ Reviewed _____ Revised _____

HASTINGS PUBLIC SCHOOLS

CERTIFICATED EMPLOYEE PROFESSIONAL GROWTH

Given the fundamental purpose of the Hastings Public Schools to assure exceptional student learning, certificated staff members must continually engage in activities to learn and grow professionally.

A certificated staff member must strive to improve his or her expertise in all aspects of his or her work. By doing so, each certificated staff member attains a proper position within the learning community, models lifelong learning for students, and changes his or her practice to meet the learning needs of the students he or she serves. A state statute that requires a permanent certificated employee to provide evidence of professional growth every six (6) years reinforces the importance of the continuous professional learning and growth of certificated staff members while establishing a minimum level for that learning and growth.

To encourage the professional development of certificated staff members, the Hastings Public Schools will:

- maintain a learning community committed to continuous improvement, collective responsibility, and goal alignment;
- retain skillful leaders who develop capacity, advocate, and create support systems for professional learning;
- prioritize, monitor, and coordinate resources for professional learning;
- use a variety of sources and types of student, educator, and system data to plan, assess, and evaluate professional learning;
- integrate theory, research, and models of human learning to achieve the intended outcomes of the District;
- apply research on change and sustain support of professional learning for long-term change; and
- align the outcomes intended with standards of educator performance and student curriculum standards.

Reference: Standards for Professional Learning, Learning Forward, 2011

Legal Reference: R.R.S. 79-830 Permanent Certificated Employee; Evidence of Professional Growth Required

Approved 11-18-02 Reviewed 07/16/12 Revised 08/20/12

HASTINGS PUBLIC SCHOOLS

CERTIFICATED EMPLOYEE PROFESSIONAL GROWTH

Given the fundamental purpose of the Hastings Public Schools to assure exceptional student learning, certificated staff members must continually engage in activities to learn and grow professionally.

A certificated staff member must strive to improve his or her expertise in all aspects of his or her work. By doing so, each certificated staff member attains a proper position within the learning community, models lifelong learning for students, and changes his or her practice to meet the learning needs of the students he or she serves. A state statute that requires a permanent certificated employee to provide evidence of professional growth every six (6) years reinforces the importance of the continuous professional learning and growth of certificated staff members while establishing a minimum level for that learning and growth.

To encourage the professional development of certificated staff members, the Hastings Public Schools will:

- maintain a learning community committed to continuous improvement, collective responsibility, and goal alignment;
- retain skillful leaders who develop capacity, advocate, and create support systems for professional learning;
- prioritize, monitor, and coordinate resources for professional learning;
- use a variety of sources and types of student, educator, and system data to plan, assess, and evaluate professional learning;
- integrate theory, research, and models of human learning to achieve the intended outcomes of the District;
- apply research on change and sustain support of professional learning for long-term change; and
- align the outcomes intended with standards of educator performance and student curriculum standards.

At least annually, the administration will present to the Board the planned staff training as required by law. The Board will then approve those training requirements if the Board determines that the length of each training is reasonable.

Reference: Standards for Professional Learning, Learning Forward, 2011

Legal Reference: R.R.S. 79-830 Permanent Certificated Employee; Evidence of Professional Growth Required
LB 1329 (2024)

Approved 11-18-02 Reviewed 07/16/12; 07/11/24 Revised 08/20/12; 07/15/24

HASTINGS PUBLIC SCHOOLS

Administrative Resignation/Release/Retire(s)					
Name	Assignment/Building		FTE	Effective	Replaces/Reason
No Resignation/Release/Retire(s)					
Administrative Transfer(s)					
Name	Former Assignment/Building	New Assignment/Building		Effective	Replaces/Reason
No Transfer(s)					
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
Michelle Valdez	English/Senior High		1		Was new hire for 24-25; cannot fill position due to Extenuating Circumstances
Certificated Transfer(s)					
Name	Former Assignment/Building	New Assignment/Building		Effective	Replaces/Reason
No Transfer(s)					
Certificated New Hire(s)					
Name	Assignment/FTE/Building	Effective	Degree/Level	College/University	Replaces/Reason
No New Hire(s)					
Extra Standard Resignation/Release(s)					
Name	Assignment/Building			Effective	Replaces/Reason
Kalee Reams	Problem Solving/Watson			5/22/2024	Resign
Extra Standard Transfer(s)					
Name	Former Assignment/Building	New Assignment/Building		Effective	Replaces/Reason
Hannah Moran	Assistant Track/Middle School	Head Track/Middle School		8/10/2024	Deb Miles/Resign
Extra Standard New Hire(s)					
Name	Assignment/Building	Level		Effective	Replaces/Reason
Nicki Classen	Learning Team Liaison/Lincoln	Learning Team Liaison Stipend		8/10/2024	Kailey Rayburn/Resign
Will Henly	Assistant Debate	CAT A, Lvl 1		8/10/2024	Nicole Williamson/Resign
Classified Resignation/Release(s)					
Name	Assignment/Building		FTE	Effective	Replaces/Reason
Dylan Busch	Plumber/Maintenance		1.0	7/5/2024	Resign
Chelsea MacCann	Office Paraeducator/Middle School		1.0	5/22/2024	Resign
Josh Schutt	Night Custodian/Senior High		1.0	7/9/2024	Resign
Lidia Tucker	Skills 2 Paraeducator/Hawthorne		1.0	5/22/2024	Resign

Classified Transfer(s)					
Name	Former Assignment/Building	New Assignment/Building	FTE	Effective	Replaces/Reason
Matt Griess	Maintenance Supervisor/Districtwide	Assistant Director of Operations/Districtwide	1	7/10/2024	Promotion

Classified New Hire(s)					
Name	Assignment/Building	FTE	Effective	Replaces/Reason	
Sarah Bernard-Stevens	9 mo. Bus Driver/Transportation	1.0	TBD	Toni Heather/Resign	
Brad Duhachek	Night Custodian/Senior High	1.0	TBD	Josh Schutt/Resign	
River Frase	Night Custodian/Senior High	1.0	TBD	Colton Shore/Resign	
Kelli Vonderfecht	Technology Paraeducator/Hawthorne	1.0	August 2024	Jasmin Lara/Transfer	

CERTIFICATED OPEN POSITIONS		
NAME	POSITION	RESIGNATION/TERM DATE
EMILY THOMAS	HHS - English	03-07-2024
HANNAH HIXON	HHS - Special Education	03-25-2024
AMANDA COLLINS TXFR to LONGFELLOW	HHS - Special Education Skills 3	04-30-2024
ELLE STRODA TXFR to ALCOTT SPED	Alcott - Life Skills	03-26-2024
DANIELLE TUBERGEN TXFR to LINCOLN SPECIAL EDUCATION	Lincoln - Kindergarten	04-02-2024
SCOTTIE HEIL TXFR to WATSON INSTRUCTIONAL FACILITATOR	Watson - Grade 3	04-19-2024
ELIZABETH SENSEMAN	Watson - Grade 4	03-28-2024
ANA VASQUEZ	Lincoln - School Psychologist	08-09-2022
MELISSA BLAKE	Speech Language Pathologist	05-19-2023
EMILY HASS	Speech Language Pathologist	05-19-2023
JAMIE LEPANT	Speech Language Pathologist	05-19-2023
KELSEY STOKELY	Speech Language Pathologist	05-19-2023

CLASSIFIED OPEN POSITIONS		
NAME	POSITION	RESIGNATION/TERM DATE
ANN WOLF	HHS Skills 3 Paraeducator	4-30-2024
RUTH LEMKE	HHS Special Education Paraeducator	04-13-2023
MS - EL PARA (MARTINEZ-ALVARADO)	HMS EL Paraeducator	05-22-2024
MS - OFFICE PARA (MACCAN)	MS Office Paraeducator	05-22-2024
ABBY SCHNEIDER	Alcott Administrative Assistant	05-22-2024
	LI - SPED PARA (NEW)	
	LI - SPED PARA (NEW)	
REBECCA CRANDELL	Lincoln Title Paraeducator	01-26-24
JULIE KRANAU	Lincoln Title Paraeducator	08-10-2023
KEN MCKENZIE	Watson Library Paraeducator	5-30-2024
STEVE KATHMAN	District 12 Month Bus Driver	05-21-2024
JULIE CHANCE OSSOWSKI	District Bus Monitor	05-21-2024
VICKI KRUEGER	District 9 Month Bus Driver	05-22-2024
	DIST - PART TIME BUS DRIVER (NEW)	
DYLAN BUSCH	District Maintenance - Plumber	07-05-2024
LIDIA TUCKER	Hawthorne Skills Paraeducator	06-28-2024

EXTRA-STANDARD OPEN POSITIONS		
NAME	POSITION	RESIGNATION/TERM DATE
SETH KIRKEGAARD	HHS - Assistant Boys Basketball	08-082024
MEAGAN BLODGET	HHS - Assistant Swimming & Diving	09-29-2022
HANNAH MORAN	MS - Assistant Girls Track	08-10-2024
KALEE REAMS	Watson - Future Problem Solvers	06-09-2024