



**HASTINGS
PUBLIC SCHOOLS**

Assuring the essential.
Expanding the possible.

Work Session

Thursday, December 14, 2017 @ 6:00 PM Central
Conference Room, 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 - Jim Boeve -
5. Review State Board Meeting - Jim Boeve -
6. Review PLC Visits - Jim Boeve -
7. Review Board Retreat - Jim Boeve -
8. Reminder to get in declarations to run for President or Vice-President - Jim Boeve -
9. Superintendent Intent to Extend Letter - Jim Boeve -
10. *Approve Second Reading of Revised Rule 1005.03 - Parental Involvement in Schools - Craig Kautz -

11. Information on "Spotlight on Learning" - Watson - Craig Kautz -

12. *Consent Agenda - Craig Kautz -

13. Quarterly Finance Report - Jeff Schneider -

14. Reminders - Jim Boeve -

15. Reports, etc., at Board Meeting - Jim Boeve -

16. Executive Session - Superintendent's Evaluation - Jim Boeve -

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

18. 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.

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.

November 10, 2017

Board of Education and District Administration:

Please consider this an indication of my willingness to serve as Board of Education President for 2018.

If the wishes of the Board are to have me continue in this role, I would be happy and honored to do so.

Sincerely,

Jim Boeve

Declaration

From : John Bonham
<jbonham@marylanning.org>

Wed, Nov 15, 2017 11:44 AM

Subject : Declaration

To : Craig Kautz <ckautz@esu9.org>,
Jim Boeve <jboeve@hastings.edu>

Dear Mr. President,

This email serves as my declaration of intent to run for Vice President of the BOE for Hastings Public Schools.

Thank You,

JOHN BONHAM, MHA

Director | Supply Chain Management
Linen Distribution | Forms Development

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Hastings Public Schools

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HASTINGS
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November 30, 2017

Mr. Jim Boeve, President
Board of Education
Hastings Public Schools
1924 West A Street
Hastings, NE 68901

Dear President Boeve and Board of Education Members:

Please accept this letter as my "Notice of Intent to Extend" called for by my employment contract. With this notice, I am indicating to the Board that I am interested in serving the District as Superintendent for one (1) contract year more than my potential term of service scheduled to end on June 30, 2020.

As is the past, the Board has two options with this Notice. If the Board decides that an extension is *not* in the best interest of the District, the Board has until December 31, 2017 to issue a "Notice of Intent to Not Extend." If the Board decides that an extension *is* in the best interest of the District, the Board will need to pass a motion to extend my contract for one (1) contract year at the end of the present contract year of June 30, 2018. Please note that, regardless the Board's action on this matter now, the Board has until April 15, 2018 to provide me with a notice of non-renewal should such notice prove appropriate.

As has been well documented, I am and continue to be committed to the philosophy that the Superintendent serves strictly at the discretion of the Board majority. Therefore, at *any time* the Board majority wishes to make a change in my present employment relationship with the District, please know that I will do everything I am able to do to assist them in making such a change regardless prior actions by the Board or the length of my intended term of service.

Please contact me should you have any questions or concerns about this Notice. I look forward to the response of the Board, as I know this response will clearly be in the best interest of the students and the community served by the Hastings Public Schools.

Sincerely,
HASTINGS PUBLIC SCHOOLS

Craig Kautz
Superintendent

PARENTAL INVOLVEMENT IN SCHOOLS

As it is the policy of the Hastings Public Schools to encourage parental involvement and participation in the School District and to provide parents access to all textbooks, tests, curriculum materials, and any other instructional materials used by the District, the following rules/regulations shall apply:

1. In the event any parent has a complaint or objection to any instructional materials, the procedures of Policy 606.03 shall be followed. Parents shall be provided, upon request, a listing of textbooks, standardized tests, and copyrighted curriculum materials which will be used with reference to their child during the current or upcoming year. Teachers shall also, upon request, discuss curriculum and the use of presentations by non-district personnel planned for the student with the parents.
2. It shall be the practice of the District, upon reasonable advance request by parents to attend and monitor courses, assemblies, counseling sessions, and other instructional activities, to permit such parents to be in attendance at such activities, unless such attendance would substantially interfere with a legitimate school interest. (See Board of Education Policy 1005.07 and 1005.08). Notice of field trips shall be provided according to the provisions of Administrative Rule 607.05.
3. It shall be the practice of the District to encourage communications from parents concerning when they believe it to be appropriate for their child to be excused from testing, classroom instruction, and other school experiences that the parents may find objectionable. Provisions for such may be found under Policy 504.01.
4. At the beginning of each school year, if the District receives Title I funding, the District shall notify parents of each student attending any school receiving Title I funds that the parents may request, and the District will provide the parents on request, and in a timely manner, information regarding the professional qualifications of the student's classroom teachers, including at a minimum, the following:
 - (A) Whether the student's teacher –
 - (1) has met State qualification and licensing criteria for the grade levels and subject areas in which the teacher provides instruction;
 - (2) is teaching under emergency or other provisional status through which State qualification or licensing criteria have been waived; and
 - (3) is teaching in the field of discipline of the certification of the teacher.

(B) Whether the child is provided services by paraprofessionals and, if so, their qualifications.

5. At the beginning of each school year, if the District receives Title I funding, the District shall notify parents of each student attending any school receiving Title I funds that the parents may request, and the District will provide the parents on request, and in a timely manner, information regarding any State or District-wide assessments, including the District's policy and procedure on the parental right to opt the child out of such assessment(s). The District shall also make widely available through public means (including by posting in a clear and easily accessible manner on the District's website) information on each State or District-wide assessment, including: the subject to be assessed; the purpose for which the assessment is designed and used; the source of the requirement for the assessment; the amount of time students will spend taking the assessment; the schedule for the assessment; and the time and format for disseminating results.
6. At the beginning of each school year, if the District receives Title I funding, the District will implement an effective means of outreach to parents of English-language learners (ELL) to inform the parents regarding how the parents can be involved in the education of their children and be active participants in assisting their children to attain English proficiency, achieve at high levels within a well-rounded education, and meet the challenging State academic standards expected of all students. The District will also inform parents of opportunities to participate in various school programs as set forth in the ESSA.
7. It shall be the practice of the District to provide full access to the records of students to parents, all as set forth in P.L. 79-2, 104, the Federal Education Right to Privacy Act, other applicable law, and the provisions of Board of Education Policy 507.01, during regular business hours of the school.
8. It shall be the practice of the District to notify the parents of any student who may be subjected to a standard norm-referenced and to notify the parents, when reasonable to do so, where a sample of such test might be observed and the date upon which such test will be administered. As to all testing by the District, experimental evaluation methodologies, experimental testing instruments, and any testing instrument which would tend to inquire into the values, beliefs, or privacy rights of any student shall be prohibited unless the parents consent in writing that such tests be administered to their child.

9. Prior to any school-sponsored survey being administered to the students of the District, it shall be the duty of the Superintendent or his/her designee to notify the parents of each student involved in the survey of the nature of the survey, the date and time when such survey shall be administered, and the purpose for which the results of the survey will be used from the school's perspective. Parents may excuse their child from participation in the survey by using the provisions of Policy 504.01.

Legal Reference: ESSA

Approved 12-16-02 Reviewed 8-18-03, 8-16-04, 8-15-05, 8-21-06, 8-20-07, 8-18-08, 8-17-09, 07-19-10, 06-20-11, 7-17-17 Revised 07-19-10, 07-18-11, 7/17/17

HASTINGS PUBLIC SCHOOLS

PARENT AND FAMILY ENGAGEMENT

The Parent and Family Engagement Policy has been adopted to encourage parental and family involvement with the school. This policy reflects the input of parents. It is to be updated annually and distributed to parents and family members in an understandable and uniform format. Given this policy, the following policies, rules, and regulations shall apply:

1. In the event any parent has a complaint or objection to any instructional materials, the procedures of Policy 606.03 shall be followed. Parents shall be provided, upon request, a listing of textbooks, standardized tests, and copyrighted curriculum materials **that** will be used with reference to their child during the current or upcoming year. Teachers shall also, upon request, discuss curriculum and the use of presentations by non-district personnel planned for the student with the parents.
2. It shall be the practice of the District, upon reasonable advance request by parents to attend and monitor courses, assemblies, counseling sessions, and other instructional activities, to permit such parents to be in attendance at such activities, unless such attendance would substantially interfere with a legitimate school interest. (See Board of Education Policy 1005.07 and 1005.08). Notice of field trips shall be provided according to the provisions of Administrative Rule 607.05.
3. It shall be the practice of the District to encourage communications from parents concerning when they believe it to be appropriate for their child to be excused from testing, classroom instruction, and other school experiences that the parents may find objectionable. Provisions for such may be found under Policy 504.01.
4. At the beginning of each school year, if the District receives Title I funding, the District shall notify parents of each student attending any school receiving Title I funds that the parents may request, and the District will provide the parents on request, and in a timely manner, information regarding the professional qualifications of the student's classroom teachers, including at a minimum, the following:
 - (A) Whether the student's teacher –
 - (1) has met State qualification and licensing criteria for the grade levels and subject areas in which the teacher provides instruction;
 - (2) is teaching under emergency or other provisional status through which State qualification or licensing criteria have been waived; and
 - (3) is teaching in the field of discipline of the certification of the teacher.

(B) Whether the child is provided services by paraprofessionals and, if so, their qualifications.

5. At the beginning of each school year, if the District receives Title I funding, the District shall notify parents of each student attending any school receiving Title I funds that the parents may request, and the District will provide the parents on request, and in a timely manner, information regarding any State or District-wide assessments, including the District's policy and procedure on the parental right to opt the child out of such assessment(s). The District shall also make widely available through public means (including by posting in a clear and easily accessible manner on the District's website) information on each State or District-wide assessment, including: the subject to be assessed; the purpose for which the assessment is designed and used; the source of the requirement for the assessment; the amount of time students will spend taking the assessment; the schedule for the assessment; and the time and format for disseminating results.
6. Parents and family members of all students are welcomed and encouraged to become involved with their child's school and education; this includes *custodial* parents and *non-custodial parents with educational rights* and family members that have limited English proficiency, limited literacy, are economically disadvantaged, have disabilities, racial, or ethnic minority background or are migratory children. The District will also inform parents of opportunities to participate in various school programs as set forth in the ESSA, *in a language the parents can understand*.
7. It shall be the practice of the District to provide full access to the records of students to parents, all as set forth in P.L. 79-2, 104, the Federal Education Right to Privacy Act, other applicable law, and the provisions of Board of Education Policy 507.01, during regular business hours of the school.
8. It shall be the practice of the District to notify the parents of any student who may be subjected to a standard norm-referenced and to notify the parents, when reasonable to do so, where a sample of such test might be observed and the date upon which such test will be administered. As to all testing by the District, experimental evaluation methodologies, experimental testing instruments, and any testing instrument which would tend to inquire into the values, beliefs, or privacy rights of any student shall be prohibited unless the parents consent in writing that such tests be administered to their child.

9. Prior to any school-sponsored survey being administered to the students of the District, it shall be the duty of the Superintendent or his/her designee to notify the parents of each student involved in the survey of the nature of the survey, the date and time when such survey shall be administered, and the purpose for which the results of the survey will be used from the school's perspective. Parents may excuse their child from participation in the survey by using the provisions of Policy 504.01.
10. Parents of children attending schools receiving Title I funding are to be involved in the planning, review, evaluation and improvement of the Title I Program, the Parent and Family Engagement Policy, and the School-Parent Compact at an annual parent meeting.
11. The District will coordinate and integrate parental involvement programs and activities with other federal, state and local programs that encourage and support parents in more fully participating in the education of their children.

Legal Reference: ESSA

Approved 12-16-02 Reviewed 8-18-03, 8-16-04, 8-15-05, 8-21-06, 8-20-07, 8-18-08, 8-17-09, 07-19-10, 06-20-11, 7-17-17 Revised 07-19-10, 07-18-11, 7/17/17

HASTINGS PUBLIC SCHOOLS

PERSONNEL

Certificated Staff Retirement(s) – Kathie DeTour, Joel Jank

The administration recommends acceptance of the following certificated retirement(s):

Kathie DeTour retiring from her school psychologist position effective June 29, 2018.

Joel Jank retiring from his Instrumental Music/Orchestra position effective at the end of the 2017-2018 school year.

Certificated Staff Appointment – Blake Barwick

The administration recommends acceptance of the following certificated appointment(s):

Blake Barwick to Skilled and Technical Sciences position at Senior High to replace Cornelio Trejo who resigned at the end of the 2016-2017 school year. Mr. Barwick will be on contract effective January 3, 2018 for the second semester. Mr. Barwick will be placed at BA-1 according to the 2017-2018 certificated salary schedule. Information about Mr. Barwick is attached.

Classified Staff Releases/Resignations/Retirements – Tony Calhoun, Cheryl Walker

The administration recommends acceptance of the following classified retirement(s)/resignation(s):

Tony Calhoun resigning from his maintenance position effective December 22, 2017.

Cheryl Walker resigning from her District Payroll Secretary position effective December 15, 2017.

Classified Staff Transfer(s) – Brad Duhachek, Hector Valdez

The administration recommends acceptance of the following Classified transfer(s):

Brad Duhachek from Head Night Custodian at Middle School to Night Custodian at Senior High to replace Hector Valdez who transferred to another position. Mr. Duhachek's wage will be adjusted for the Night Custodian position according to the 2017-2018 classified salary schedule.

Hector Valdez from Night Custodian at Senior High to Head Night Custodian at Middle School to replace Brad Duhachek who transferred to another position. Mr. Valdez' wage will be adjusted for the Head Night Custodian position according to the 2017-2018 classified salary schedule.

Classified Staff Appointment(s) – Jennifer Bolling, Adrienne Chamberlin

The administration recommends the following classified staff appointment(s):

Jennifer Bolling to Tech Paraeducator position at Hawthorne to replace Shelly Leon who resigned. Ms. Bolling will be paid the starting wage for Paraeducator according to the 2017-2018 classified salary schedule. Information about Ms. Bolling is attached.

Adrienne Chamberlin to Payroll Secretary to replace Cheryl Walker who resigned. Ms. Chamberlin will be paid the starting wage for Payroll Secretary according to the 2017-2018 classified salary schedule. Information about Ms. Chamberlin is attached.

Gifts**Amount**

1. Thank you to the family of McKeena Wheeler for
8 winter coats and 8 pairs of gloves to Longfellow Elementary \$100.00
 2. Thank you to Walmart of Hastings for supplies for a Thanksgiving
dinner for a family group project at Longfellow Elementary \$ 50.00
 3. Thank you to Phyllis Hobbs for donating Capital Crimes by
Stuart Woods to the Senior High Library \$ 25.95
- \$175.95

2017-2018 First Quarter Financial Report

General Fund					
2015-16		2016-17		2017-1018	
Balance 9-1-15	7,192,160	Balance 9-1-16	7,207,599	Balance 9-1-17	\$6,588,490.21
Qtr 1 Expenses	9,951,120	Qtr 1 Expenses	10,005,947	Qtr 1 Expenses	10,129,877
Qtr 1 Receipts	8,050,352	Qtr 1 Receipts	10,466,641	Qtr 1 Receipts	10,407,992
12/1/2015 balance	5,291,392	12/1/2016 balance	7,668,293	12/1/2017 balance	6,866,605
2015- 16 Qtr 1 total	-1,900,768	2016- 17 Qtr 1 total	460,694	2017- 18 Qtr 1 total	278,115
Note: November State Aid payment posted on 12-1-15	1,996,955				
Qtr 1 total w/Nov. state aid pa	96,187				
Cooperative Fund					
Balance 9-1-15	1,092,851	Balance 9-1-16	1,547,916	Balance 9-1-17	1,756,068
Expenses	94,889	Expenses	44,910	Expenses	156,289
Receipts	74	Receipts	617	Receipts	1832
12-1-15 Balance	996,034	12-1-16 Balance	1,503,623	12-1-17 Balance	1,601,611
Total	-96817	Total	-44293	Total	-154,457
Qtr 1 2015 Total	-630	Qtr 1 2016 Total	416,401	Qtr 1 2017 Total	123,658