



## **Work Session**

Thursday, February 4, 2021 @ 6:00 PM Central  
Middle School Multi-Purpose Room, 201 North Marian Road, 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. Information on "Spotlight on Learning" - Jeff Schneider -
6. Legislative Update - Jeff Schneider -
7. Approve 2021-2022 District Calendar - Lawrence Tunks -
8. Approve revised wording to Student Attendance Policy 503.01 - Kandace Garwood -
9. Approve first reading of revised Policy 403.04 - Professional Boundaries Between Employees and Students - Jeff Schneider -
10. Approve Paper Bid - David Essink -

11. Approve Additional 1.0 Administrative position - Assistant Director of Special Education -  
Kandace Garwood -

12. \*Consent Agenda - David Essink -

13. Reminders - 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.***



# 2021 - 2022 Hastings Public Schools Calendar



AUGUST 2021						
S	M	T	W	Th	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

Days: 10 S/15 T

SEPTEMBER 2021						
S	M	T	W	Th	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30		

Days: 20 S/21 T

OCTOBER 2021						
S	M	T	W	Th	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

Days: 19 S/20 T

NOVEMBER 2021						
S	M	T	W	Th	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30				

Days: 19 S/19 T

DECEMBER 2021						
S	M	T	W	Th	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

Days: 13 S/13 T

### August 2021

August 9-10.....New Teachers Only  
 August 11-13 & 16-17.....Teacher Pre Service  
 August 17.....First Day of Classes for Grade 7 & 8  
 (Do not attend August 18)  
 August 18.....First Day of Classes All other Grades (K-6) (9-12)

### September 2021

September 6.....No School PK-12 - Labor Day  
 September 24.....No School PK-12 Professional Development Day

### October 2021

October 13.....End of 1<sup>st</sup> Quarter  
 October 14.....No School PK-12 Work Day  
 October 15.....No School PK-12 P/T Conf. Payback Day  
 October 18.....Beginning of 2<sup>nd</sup> Quarter

### November 2021

November 24-26.....No School PK-12 Thanksgiving Break

### December 2021

December 17.....End of 2<sup>nd</sup> Quarter/1<sup>st</sup> Semester  
 (Early Dismissal - time TBA)  
 December 20-31.....No School PK-12 Winter Break

### January 2022

January 3.....No School PK-12 Work Day  
 January 4.....Beginning of 3<sup>rd</sup> Quarter/2<sup>nd</sup> Semester  
 January 17.....No School Martin Luther King Jr. Day

### February 2022

February 11.....No School PK-12 P/T Conf. Payback Day  
 February 14.....No School PK-12 Professional Development Day

### March 2022

March 9.....End of 3<sup>rd</sup> Quarter  
 March 10.....No School PK-12 Work Day  
 March 11.....No School PK-12 Spring Break  
 March 14.....Beginning of 4<sup>th</sup> Quarter  
 March 25.....No School 9-12 Hastings High Invitational Track Meet

### April 2022

April 15 & 18.....No School PK-12 Late Spring Break

### May 2022

May 15.....Graduation  
 May 19.....End of 4<sup>th</sup> Quarter/Semester  
 May 20.....Work Day

## School Hours

Elementary: 8:10am - 3:20pm  
 Wednesday Early Dismissal: 2:30 pm

Middle School: 8:10am - 3:35 pm  
 Wednesday Early Dismissal: 2:35 pm

High School: 8:05am - 3:30pm  
 Wednesday Early Dismissal: 2:45 pm

### KEY:

First/Last Day of School

- No Classes/School Break
- Beginning/End of Quarter
- No Classes/Professional Day
- New Teachers Only
- Payback Day for P/T Conf.
- No Classes 9-12 Only

JANUARY 2022						
S	M	T	W	Th	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

Days: 19 S/20 T

FEBRUARY 2022						
S	M	T	W	Th	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28					

Days: 18 S/19 T

MARCH 2022						
S	M	T	W	Th	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30			

Days: 21 S/22 T

APRIL 2022						
S	M	T	W	Th	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30

Days: 19 S/19 T

MAY 2022						
S	M	T	W	Th	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

Days: 14 S/15 T

School Days by Quarter				
1 <sup>st</sup>	2 <sup>nd</sup>	3 <sup>rd</sup>	4 <sup>th</sup>	Total
39	42	44	47	172

\*\* The calendar, including time for learning teams, may be adjusted by the District in response to inclement weather or other needs\*\*

## **STUDENT ATTENDANCE**

Regular and punctual student attendance is required. The administration is responsible for developing further attendance rules consistent with this policy and all staff are expected to implement this policy and administrative rules to encourage regular and punctual student attendance. Teachers and Principals, or the Principal's designee, are required to maintain an accurate record of student attendance.

The circumstances for all absences from school will be recorded as "school excused" or "not school excused."

School Excused: Absences created by impossible or impracticable barriers outside the control of the parent or student that prevent a student from attending school. All school excused absences, except for absences caused by illness and/or a death in a family, require advanced approval. An absence for any of the following reasons will be school excused, provided the required procedures have been followed:

1. Attendance at a funeral of a member of the immediate family (parents, siblings, and grandparents);
2. Illness causing a student to be absent from school with parental permission;
3. Doctor or dental appointments that require the student to be absent from school;
4. Court appearances that are required by court order;
5. Family trips, approved by the Principal, in which the student accompanies parent(s)/legal guardian(s);
6. School sponsored activities that require students to be absent from school; and
7. Other absences that received the prior approval of the Principal. The Principal shall have the ability to deny approval of any of the foregoing reasons, depending on the circumstances such as the student's attendance record, the student's academic record, the tests or other projects that may be missed, and, in the case of a family trip, whether the trip could be taken during non-school time and the educational nature of the trip.

In cases where attendance is of a growing concern, parents or guardians may be required to provide school officials with additional documentation to demonstrate that an absence was created by an impossible or impracticable barrier outside the control of the parent or student.

Not School Excused: An absence not excused by the school. A student who engages in absences not excused by the school may be considered a truant per state law. Truancy is a violation of school rules and truant students are subject to disciplinary consequences.

The District may identify different codes in the District's Student Information Management System (SIMS), to provide greater definition to the circumstances of a student's absence. However, all codes will be categorized as either school excused or not school excused and reported to students, parents, and guardians as needed or

requested.

Mandatory school attendance is required if a child will reach age six prior to January 1 of the then-current school year and has not reached eighteen years of age. There are exceptions to mandatory school attendance. They are:

Exceptions for Younger Students. Attendance is not mandatory for a resident child who has reached the age of six years prior to January 1 of the then-current school year, but will not reach age seven prior to January 1 of such school year, if the child's parent or guardian has signed and filed with the District an affidavit stating either: (1) that the child is participating in an education program that the parent or guardian believes will prepare the child to enter grade one for the following school year; or (2) that the parent or guardian intends for the child to participate in a school which has elected or will elect, pursuant to law, not to meet accreditation or approval requirements and the parent or guardian intends to provide the Commissioner of Education with a statement, pursuant to law, on or before the child's seventh birthday.

Exceptions for Older Students. Attendance is also not mandatory for a child who: (1) has obtained a high school diploma by meeting statutory graduation requirements; (2) has completed the program of instruction offered by a school which elects, pursuant to law, not to meet accreditation or approval requirements; or (3) has reached the age of sixteen years and has been withdrawn from school in the manner prescribed by law.

Early Withdrawal for Students Enrolled in an Exempt School ("Home School"). A person who has legal or actual charge or control of a child of mandatory attendance age may withdraw such child from school and be exempt from mandatory attendance requirements if such child will be or has been enrolled in a school that elects not to meet the accreditation or approval requirements and has on file with the State Department of Education a signed notarized release on a form prescribed by the Commissioner of Education.

### Reporting and Responding to Excessive Absenteeism

Any administrator, teacher, or member of the Board of Education who knows of any failure on the part of any child of mandatory school attendance age to attend school regularly without lawful reason, shall within three days report such violation to the superintendent or such person(s) who the superintendent designates to be the attendance officer (hereafter, "attendance officer"). The attendance officer shall immediately cause an investigation into any such report to be made. The attendance officer shall also investigate any case when of his or her personal knowledge, or by report or complaint from any resident of the district, the attendance officer believes there is a violation of the compulsory attendance laws. The school shall render all services in its power to compel such child to attend some public, private, denominational, or parochial school, which the person having control of the child shall designate, in an attempt to address the problem of excessive absenteeism. Such services shall include, as appropriate, the services listed below under "Excessive Absenteeism" and "Reporting Excessive Absenteeism."

### Excessive Absenteeism

Students who accumulate five (5) unexcused absences in a quarter shall be deemed to have "excessive absences." Such absences shall be determined on a per day basis for elementary students and on a per class basis for secondary students. When a student has excessive absences, school officials will have verbal or written communication with the person or persons who have legal or actual charge or control of any child.

When a student continues thereafter to have absences which are Not School Excused and the absences are of concern due to the effect of absences on the student's academics, the student's attendance history, the time of the school year, the reasons for the absences, or other circumstances, one or more meetings between the school (a School/Community Liaison or a school administrator or his or her designee), the child's parent or guardian, and the child, when appropriate, to address the barriers to attendance. The result of the meeting or meetings shall be to develop a collaborative plan to reduce barriers identified to improve regular attendance. The plan shall consider, but not be limited to:

- Illness related to physical, mental, or behavioral health of the child;
- Educational counseling;
- Educational evaluation;
- Referral to community agencies for economic services;
- Family or individual counseling; and
- Assisting the family in working with other community services.

If the parent/guardian refuses to participate in such meeting, the principal shall place documentation of such refusal in the child's attendance records.

#### Additional Measures

In addition to the intervention efforts provided above, disciplinary measures may be applied to students who are tardy or truant.

Given the need for student engagement and the commonly held standards of time held by the State and post-secondary institutions, the Senior High may deny the awarding of academic credit, in part or in whole, for a class or classes that a student excessively fails to attend. The Senior High administration will be responsible for developing and implementing administrative regulations specifying when a student's attendance could jeopardize the awarding of credit for a class or classes. The regulations provided must be consistent with Board of Education Policy. The regulations developed shall include an appeal/hearing process for students and parents to use when credit has been denied at the building level. The appeal process may be found in Policy 504.02 – Students(Parents) Grievances.

#### Reporting Excessive Absenteeism to the County Attorney

The school may report to the County Attorney of the county in which the person resides when the school has documented the efforts to address excessive absences, the collaborative plan to reduce barriers identified to improve regular attendance has not been successful, and the student has accumulated more than twenty (20) absences per year. The school shall notify the child's family in writing prior to referring the child to the County Attorney. Illness that makes attendance impossible or impracticable shall not be the basis for referral to the county attorney. A report to the county attorney may also be

made when a student otherwise accrues excessive absences as herein defined and where truancy is involved or suspected.

Reporting to the Commissioner

The Superintendent or designee shall report to the Commissioner of Education, as directed by the Commissioner, the number of and reasons for any long-term suspension, expulsion, or excessive absenteeism of a student; referral of a student to the Office of the County Attorney for excessive absenteeism; or contacting of law enforcement officials (other than law enforcement officials employed by or contracted with by the District as a School Resource Officer) by the District relative to a student enrolled in the District.

Legal Reference: Neb. Rev. Stat. 79-201 through 79-209  
Neb. Rev. Stat. 79-527

Cross Reference: 502.01 Resident Students  
503.015 Early Withdrawal for Students Enrolled in Accredited or Approved School  
502.02 Nonresident Students  
502.10 Home-School Exemption/Reintegration Services  
502.11 Student Promotion  
503.02 Student Attendance Records  
503.03 Enrollment Option Program  
503.09 Homeless Children and Youth  
504.02 Students (Parents)Grievances  
504.03 Student Conduct  
505.03 Emergency Exclusion, Short-Term or Long-Term Suspension, Expulsion, Mandatory Reassignment, and/or Alternative Educational Placement  
508.01 Student Health and Immunization Requirements  
508.07 Custody and Parental Rights  
508.09 Guidance and Counseling  
508.10 Referral of Students to Other Agencies  
509.06 Minimum Number of Semester Hours Per Semester

Approved \_\_\_\_\_ Reviewed \_\_\_\_\_ Revised 02-08-2021

HASTINGS PUBLIC SCHOOLS

## **PROFESSIONAL BOUNDARIES BETWEEN EMPLOYEES AND STUDENTS**

All employees of the Hastings Public Schools are expected to observe and maintain professional boundaries between themselves and students. A violation of professional boundaries will be regarded as a form of misconduct and may result in disciplinary action.

The following non-exclusive list of actions will be regarded as violations of the professional boundaries that employees are expected to maintain with a student:

- Using electronic media or other avenues of communication (e.g., e-mail, text messaging, instant messaging, social networking sites, telephone, etc.), to discuss with a student a matter that does not pertain to school-related activities such as the student's homework, class activity, school sport or club, or other school-sponsored activity.
- Posting material on networks, publicly available to those in the school community, that do not reflect the professional image applicable to the employee's position and that impairs the employee's capacity to maintain the respect of students and parents or impairs the employee's ability to serve as a role model for children.
- Engaging in conduct of an inappropriate, romantic, or sexual nature with a student.
- Purposefully invading a student's physical privacy (e.g., walking in on the student in a restroom) without appropriate justification.
- Hugging or other physical contact with a student initiated by the employee when the student does not seek or want this attention.
- Allowing a specific student to get away with conduct that is not tolerated from other students, except as provided for that student by a 504 Plan or IEP.
- Discussing with a student the employee's problems that would normally be discussed with adults (e.g., marital problems).
- Giving a student a ride in the employee's personal vehicle without the express permission of the student's parent or a school administrator (unless another adult is in the vehicle).
- Taking a student on an outing without obtaining the prior express permission of the student's parent or a school administrator.

- Inviting a student to the employee's home without the prior express permission of the student's parent and a school administrator.
- Going to the student's home when the student's parent or a proper chaperone is not present.
- Giving gifts of a personal nature to a specific student.

Appropriate exceptions are permitted to the foregoing for legitimate health or educational purposes and for reasons of family relationships between employees and their children who are students in the District.

An administrator, who recommends the nonrenewal, termination, or cancellation of a contract with a certificated staff member when such recommendation is based primarily on a violation or violations of this policy, shall make a report of certificated staff members conduct to the Commissioner of Education.

Cross Reference: Policy 402.07  
Policy 402.14  
Policy 403.03

Approved 10/15/12                      Reviewed 4/15/19; 5/20/19 Revised 5/20/19

HASTINGS PUBLIC SCHOOLS

## **PROFESSIONAL BOUNDARIES BETWEEN EMPLOYEES AND STUDENTS**

All employees of the Hastings Public Schools are expected to observe and maintain professional boundaries between themselves and students. A violation of professional boundaries will be regarded as a form of misconduct and may result in disciplinary action.

The following non-exclusive list of actions will be regarded as violations of the professional boundaries that employees are expected to maintain with a student:

- Using e-mail, text messaging, instant messaging or social networking sites to discuss with a student a matter that does not pertain to school-related activities, such as the student's homework, class activity, school sport or club, or other school-sponsored activity. Electronic communications with students are to be sent simultaneously to multiple recipients, not to just one student, except where the communication is clearly school-related and inappropriate for persons other than the individual student to receive (for example, e-mailing a message about a student's grades).
- Engaging in social-networking friendships with a student on social networking sites. Material that employees post on social networks that is publicly available to those in the school community must reflect the professional image applicable to the employee's position and not impair the employee's capacity to maintain the respect of students and parents or impair the employee's ability to serve as a role model for children. Employees shall not friend or follow students on any social networking site.
- Engaging in sexual activity, a romantic relationship, or dating a student or a former student within one year of the student graduating or otherwise leaving the District.
- Making any sexual advance - verbal, written, or physical - towards a student.
- Showing sexually inappropriate materials or objects to a student.
- Discussing with a student sexual topics that are not related to a specific curriculum.
- Telling sexual jokes to a student.
- Invading a student's physical privacy (e.g., walking in on the student in a restroom).

- Hugging or other physical contact with a student that is initiated by the employee when the student does not seek or want this attention.
- Being overly "touchy" with a specific student.
- Allowing a specific student to get away with misconduct that is not tolerated from other students, except as appropriate for students with an IEP or 504 Plan.
- Discussing with the student the employee's problems that would normally be discussed with adults (e.g., marital problems).
- Giving a student a ride in the employee's personal vehicle without express permission of the student's parent or school administrator unless another adult is in the vehicle.
- Taking a student on an outing without obtaining prior express permission of the student's parent or school administrator.
- Inviting a student to the employee's home without prior express permission of the student's parent and school administrator.
- Going to the student's home when the student's parent or a proper chaperone is not present.
- Giving gifts of a personal nature to a specific student.
- Discussing alcohol, tobacco or other illicit drugs in a non-instructional setting, such as describing a party that the employee attended.
- Discussing another student's or employee's personal matters when it is not appropriate outside of the instructional setting.
- "Grooming," which includes building trust with a student and individuals close to the student in an effort to gain access to and time alone with the student, with the ultimate goal of engaging in sexual contact or sexual penetration with the student, regardless of when in the student's life the sexual contact or sexual penetration would take place.

Appropriate exceptions are permitted to the foregoing for legitimate health or educational purposes and for reasons of family relationships between employees and their children who are students in the District.

An administrator, who recommends the nonrenewal, termination, or cancellation of a contract with a certificated staff member when such recommendation is based primarily on a violation or violations of this policy, shall make a report of certificated staff members conduct to the Commissioner of Education.

Cross Reference: Policy 402.07  
Policy 402.14  
Policy 403.03

Approved 10/15/12          Reviewed 4/15/19; 5/20/19   Revised 5/20/19

HASTINGS PUBLIC SCHOOLS

January 15, 2021

Hastings Public Schools  
Dave Essink  
1924 A Street  
Hastings, Nebraska 68901

Dave

It is a pleasure to quote the school system office paper needs for the coming year. Field Paper Company is a privately owned independent fine paper wholesaler with a warehouse in Omaha Nebraska and Des Moines Iowa. We serve printers and newspapers across the region.

8-1/2 X 11-20# Boise Copy (Plain Box) 92 Brite		
1080 cartons	\$24.91/carton	\$26902.80

8-1/2 X 14-20# Boise Copy	92 Brite	
1 carton	\$35.40/carton	\$ 35.40

11x17-20# Boise Essentials	92 Brite	
1 carton	\$35.40/carton	\$ 35.40

8-1/2 X 11-20# multi-purpose Colors (30% Recycled FSC Bond)		
104 cartons	\$39.90/carton	\$ 4149.60

Blue	12	Orchid	16
Pink	12	Cherry	5
Gold	10	Salmon	20
Canary	15	Green	12
Ivory	2		

8-1/2 X 11-67# Vellum Bristol Colors- 12 white, 2 blue, 2 green, 2 canary -2000/ctn		
18 cartons	\$48.28/carton	\$ 869.04

Total \$31992.24

Field Paper Company would use our truck and a mill truck to deliver the paper to the warehouse similar to the method exercised last year. We would need to order paper before February 1, 2021 and deliver the paper the week of March 1, 2021 or possibly sooner, coordinated with Mike Biere.

Richard Portwood  
Field Paper Company

Item	Qty. to Order Cases	2021 COOP Paper Buy Unit Price	2021 COOP Paper Buy Total Price	
8 1/2" X 11" WHITE COPY PAPER (21 Plts.)	1	\$20,949.60	\$20,949.60	\$25.14/ case
8 1/2" X 11" WHITE COPY PAPER (6 Plts.)	1	\$6,208.80	\$6,208.80	
8 1/2" X 14" WHITE COPY PAPER	1	\$36.73	\$36.73	
11" X 17" WHITE COPY PAPER	1	\$28.88	\$28.88	
8 1/2" X 11" BLUE COPY PAPER	12	\$39.66	\$475.92	
8 1/2" X 11" CHERRY COPY PAPER	5	\$39.66	\$198.30	
8 1/2" X 11" GOLD COPY PAPER	10	\$39.66	\$396.60	
8 1/2" X 11" GREEN COPY PAPER	12	\$39.66	\$475.92	
8 1/2" X 11" IVORY COPY PAPER	2	\$39.66	\$79.32	
8 1/2" X 11" ORCHID COPY PAPER	16	\$39.66	\$634.56	
8 1/2" X 11" PINK COPY PAPER	12	\$39.66	\$475.92	
8 1/2" X 11" SALMON COPY PAPER	20	\$39.66	\$793.20	
8 1/2" X 11" CANARY (YELLOW) COPY PAPER	15	\$39.66	\$594.90	
65# 8 1/2" X 11" WHITE COVERSTOCK PAPER	12	\$42.00	\$504.00	
65# 8 1/2" X 11" BLUE COVERSTOCK PAPER	2	\$43.50	\$87.00	
65# 8 1/2" X 11" GREEN COVERSTOCK PAPER	2	\$43.50	\$87.00	
65# 8 1/2" X 11" YELLOW COVERSTOCK PAPER	2	\$43.50	\$87.00	
<b>Total Price 2021 COOP Paper Buy:</b>			<b>\$32,113.65</b>	

<b>2020 Paper Bid (Field Paper):</b>			\$31,773.20
<b>2019 Paper Bid (Field Paper):</b>			\$30,835.83
<b>2018 Paper Bid (Field Paper):</b>			\$33,770.70
<b>2017 Paper Bid (Field Paper):</b>			\$31,005.76

## **PERSONNEL**

### **Certificated Staff Retirement(s), Resignation(s) – Robin Bailey, Roxanne Bruce, Gwen Davidson, Brittany Faimon, Raleigh White**

The administration recommends acceptance of the following Certificated retirement(s), resignation(s):

Robin Bailey retiring from Special Education Teacher position at Senior High effective the end of the 2020-2021 school year.

Roxanne Bruce retiring from Speech Language Pathologist position effective the end of the 2020-2021 school year.

Gwen Davidson retiring from Business Teacher position at Senior High effective the end of the 2020-2021 school year.

Brittany Faimon resigning from Speech Language Pathologist position effective the end of the 2020-2021 school year.

Raleigh White resigning from Social Studies position at Middle School effective the end of the 2020-2021 school year.

### **Certificated Staff Appointment(s) – Courtney Benscoter, Jamie McCray**

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

Courtney Benscoter to Family & Consumer Sciences Teacher position to replace Kelli Doeschot who resigned the end of 2019-20. Ms. Benscoter will be paid at BA27-3 according to the 2021-2022 certificated salary schedule. Information about Ms. Benscoter is attached.

Jamie McCray to District Speech Language Pathologist position to replace Roxanne Bruce who is retiring. Ms. McCray will be paid at MA-3 according to the 2021-2022 certificated salary schedule. Information about Ms. McCray is attached.

### **Extra Standard Staff Retirement(s), Resignation(s) – Robin Bailey, Gwen Davidson, Todd Kiplinger, Bruno Moriera, Chelby Schlichtman**

The administration recommends acceptance of the following Extra Standard resignation(s):

Robin Bailey retiring from Learning Team Liaison (9-12 Special Education) position effective the end of the 2020-2021 school year.

Gwen Davidson retiring from DECA sponsor position at Senior High effective the end of the 2020-2021 school year.

Todd Kiplinger resigning from Assistant Wrestling position at Middle School effective the end of the 2020-2021 school year.

Bruno Moriera resigning from Assistant Boys Soccer position at Senior High effective immediately.

Chelby Schichtman resigning from Assistant Volleyball position at Senior High effective the end of the 2020-2021 school year.

### **Extra Standard Staff Appointment(s) – James Westfield**

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

James Westfield to Assistant Boys Soccer position at Senior High to replace Bruno Moriera who resigned. Mr. Westfield will be paid the Assistant Soccer stipend of \$2,432.50 at Category II, Level 1

according to the 2020-2021 extra standard salary schedule. Information about Mr. Westfield is attached.

**Classified Staff Retirement(s), Resignation(s), Release(s) – Christopher Faber, Taylor Hinrichs, Teresa Knoedler, Glenda McMurray, Shannon Welton**

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

Christopher Faber resigned from Maintenance position effective January 29, 2021.

Taylor Hinrichs resigned from Library Paraeducator (split) position at Hawthorne effective January 8, 2021.

Teresa Knoedler resigned from CNA/MedAide position effective immediately.

Glenda McMurray retiring from Elementary Secretary position at Longfellow effective August 27, 2021.

Shannon Welton resigned from Library Paraeducator (split) position at Hawthorne effective January 26, 2021.

**Classified Staff Transfers – Thomas Frase**

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

Thomas Frase from Night Custodian at Middle School to Head Day Custodian at Senior High to replace Brad Duhachek who resigned. Mr. Frase's wage will be adjusted for the new assignment effective January 10, 2021

**Classified Staff Appointment(s) – Sarah Allen, Kelin Guzman, Jill Kleier, Ashley Pedersen**

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

Sarah Allen to 1.0 Library Paraeducator at Hawthorne to replace Shannon Welton and Taylor Hinrichs (previously split position) who resigned. Ms. Allen will be paid the starting wage for Paraeducator according to the 2020-2021 classified salary schedule, with adjustment for education and experience. Information about Ms. Allen is attached.

Kelin Guzman to EL Paraeducator at Middle School to replace Floreign Enderina who resigned. Ms. Guzman will be paid the starting wage for Paraeducator according to the 2020-2021 classified salary schedule, with adjustment for education and experience. Information about Ms. Guzman is attached.

Jill Kleier to Human Resources Secretary position at Administration Office to replace Denise Behrends who transferred to another position. Ms. Kleier will be paid the starting wage for Director's Secretary according to the 2020-2021 classified salary schedule, with adjustment for education and experience. Information about Ms. Kleier is attached.