



HASTINGS
PUBLIC SCHOOLS

Assuring the essential.
Expanding the possible.

Work Session

Thursday, September 12, 2019 @ 6:00 PM Central
Middle School, 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. PLC Visits Sign-up - Lawrence Tunks -

6. Review of budget hearing - Jeff Schneider -

7. Review of tax request hearing & approval of tax rate - Jeff Schneider -

8. *Approve resolution to refinance bonds - Jeff Schneider -

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

10. *Approve addition of positions to the Classified Staff Appendix A of:

- Certified Medical Assistant: \$11-\$12 per hour depending on experience
- Health Office Paraeducator: \$9.50 per hour

Jeff Schneider/Dave Essink -

11. *Review & ratify Multi-Cultural Policy 604.04 - Lawrence Tunks -

12. *Approve Longfellow Change Order #12 - Dave Essink/Trent Kelly -

13. *Consent Agenda - David Essink -

14. Reminders - Jim Boeve -

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

16. 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.

NOTICE OF BUDGET HEARING AND BUDGET SUMMARY

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

PUBLIC NOTICE is hereby given, in compliance with the provisions of State Statute Sections 13-501 to 13-513, that the governing body will meet on the 16th day of September, 2019 at 7:00 o'clock, P.M., at 220 North Hastings, Hastings, Nebraska for the purpose of hearing support, opposition, criticism, suggestions or observations of taxpayers relating to the following proposed budget and to consider amendments relative thereto. The budget detail is available at the office of the Clerk/Secretary during regular business hours.

FUNDS	Actual Disbursements & Transfers	Actual/Estimated Disbursements & Transfers	Budgeted Disbursements & Transfers	Necessary Cash Reserve (4)	Total Available Resources Before Property Taxes (5)	Total Personal and Real Property Tax Requirement (7)
	2017-2018 (1)	2018-2019 (2)	2019-2020 (3)			
General	\$ 40,698,521.00	\$ 42,960,989.00	\$ 44,520,819.00	\$ 2,000,000.00	\$ 33,372,196.00	\$ 13,281,437.00
Depreciation	\$ 593,393.00	\$ 42,000.00	\$ 832,074.00		\$ 832,074.00	
Employee Benefit	\$ 3,363.00	\$ 7,000.00	\$ 216,990.00	\$ -	\$ 216,990.00	
Contingency	\$ -	\$ -	\$ -		\$ -	
Activities	\$ 764,264.00	\$ 798,000.00	\$ 901,105.00	\$ -	\$ 901,105.00	
School Nutrition	\$ 2,043,760.00	\$ 1,929,467.00	\$ 2,169,728.00	\$ 125,000.00	\$ 2,294,728.00	
Bond	\$ 2,160,878.00	\$ 18,360,566.00	\$ 4,523,000.00	\$ 600,739.00	\$ 2,775,535.00	\$ 2,371,686.00
Special Building	\$ 2,891,723.00	\$ 3,170,475.00	\$ 55,043.00		\$ 55,043.00	\$ -
Qualified Capital Purpose Undertaking	\$ 343,311.00	\$ 343,215.00	\$ 2,926,500.00	\$ 50,582.00	\$ 2,718,780.00	\$ 260,885.00
Cooperative	\$ 181,667.00	\$ 816,580.00	\$ 3,700,841.00	\$ 100,000.00	\$ 3,800,841.00	
Student Fee	\$ 67,984.00	\$ 72,432.00	\$ 90,000.00	\$ -	\$ 90,000.00	
	\$ -	\$ -	\$ -	\$ -	\$ -	
TOTALS	\$ 49,748,864.00	\$ 68,500,724.00	\$ 59,936,100.00	\$ 2,876,321.00	\$ 47,057,292.00	\$ 15,914,008.00

RESOLUTION

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

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

WHEREAS, on September 10, 2019, the Board published notice in a newspaper of general circulation; and

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

WHEREAS, said notice included the required items as specific in Neb. Rev. Stat. § 77-1601.02;

NOW, THEREFORE, BE IT RESOLVED by the Board of Education of Adams County School District No. 01-18 a/k/a Hastings Public Schools that the Board has considered and approved the property tax request for the following year, as follows:

1. The amount of the property tax request is \$15,914,008.00.
2. The total assessed value of property differs from last year's total assessed value by 5 percent;
3. The tax rate which would levy the same amount of property taxes as last year, when multiplied by the new total assessed value of property, would be \$1.276841 per \$100 of assessed value;
4. The Hastings Public School District proposes to adopt a property tax request that will cause its tax rate to be \$1.342 per \$100 of assessed value;
5. Based on the proposed property tax request and changes in other revenue, the total operating budget of Hastings Public School District will exceed last year's by -5 percent.

The foregoing Resolution having been read in its entirety, Member _____ moved for its passage and adoption. Member _____ seconded same. After discussion and on roll call vote the following members voted in favor of passage and adoption of the above Resolution:

_____.

The following members voted against the same: _____.

The following members were absent or not voting: _____.

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

DATED this ____ day of _____, 2019.

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

BY: _____
President or Other Board Member

ATTEST:

Secretary or Other Board Member

Notice of Special Hearing To Set Final Tax Request

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

PUBLIC NOTICE is hereby given, in compliance with the provisions of State Statute Section 77-1601.02, that the governing body will meet on the 16th day of September 2019 at 7:00 o'clock P.M., at 220 North Hastings, Hastings, Nebraska for the purpose of hearing support, opposition, criticism, suggestions or observations of taxpayers relating to setting the final tax request at a different amount than the prior year tax request.

	2018-2019	2019-2020	Change
Property Valuations	1,128,266,410	1,185,842,588	5%

2018/19 Budget Information

2019/20 Budget Information

Fund	2018-2019 Operating Budget	2018-2019 Property Tax Request	2018 Tax Rate	Property Tax Rate (2018-2019 Request Divided By 2019 Valuation)	2019-2020 Operating Budget	2019-2020 Proposed Property Tax Request	Proposed 2019 Tax Rate	Change in Tax Rate	Change in Operating Budget
General Fund	44,395,829.00	11,846,797.86	1.050000	0.999019	44,520,819.00	13,281,437.00	1.120000	7%	0%
Bond Fund(s) K - 12	5,005,000.00	2,707,839.37	0.240000	0.228347	4,523,000.00	2,371,686.00	0.200000	-17%	-10%
Bond Fund(s) K - 8			0.000000	0.000000			0.000000	#DIV/0!	#DIV/0!
Bond Fund(s) 9 - 12			0.000000	0.000000			0.000000	#DIV/0!	#DIV/0!
Bond Fund			0.000000	0.000000			0.000000	#DIV/0!	#DIV/0!
Special Building Fund	3,176,023.00	-	0.000000	0.000000	55,043.00	-	0.000000	#DIV/0!	-98%
Qualified Capital Purpose Undertaking Fund K - 12	2,130,589.00	586,699.99	0.052000	0.049475	2,926,600.00	260,885.00	0.022000	-58%	37%
Qualified Capital Purpose Undertaking Fund K - 8			0.000000	0.000000			0.000000	#DIV/0!	#DIV/0!
Qualified Capital Purpose Undertaking Fund 9 - 12			0.000000	0.000000			0.000000	#DIV/0!	#DIV/0!
Total	54,707,441.00	15,141,337.22	1.342000	1.276841	52,025,362.00	15,914,008.00	1.342000	0%	-5%

Hastings, Nebraska
September 16, 2019

A meeting of the Board of Education (the **“Board”**) of Adams County School District 0018 (Hastings Public Schools) in the State of Nebraska (the **“District”**) was held at the meeting place of the Board, Hastings City Council Chambers, located at 220 North Hastings Avenue, Hastings, Nebraska, on Monday, September 16, 2019, at 7:00 p.m., the same being open to the public and preceded by advance publicized notice duly given in strict compliance with the provisions of the Open Meetings Act, Chapter 84, Article 14, Reissue Revised Statutes of Nebraska, as amended, as set forth on **Exhibit A** attached hereto stating (a) the date, time and place of the meeting; (b) that an agenda for the meeting, kept continuously current, was available for public inspection at the _____ in Hastings, Nebraska; and (c) that the meeting would be open to the attendance of the public. Each Board Member was also given advance notice of the meeting as acknowledged on **Exhibit B** attached hereto. Additionally, reasonable efforts were made to provide advance notice of the date, time, and place of the meeting to all news media requesting the same.

The President, _____, presided, and the Secretary, _____, recorded the proceedings. The meeting was called to order and on roll call the following Board Members were present: _____;

the following Board Members were absent: _____. A quorum being present and the meeting duly convened, the following proceedings were had and done while the meeting was open to the attendance of the public. The President publicly announced the location of a current copy of the Open Meetings Act posted in the meeting room for access by the public.

* * * * *

(Omitted Proceedings)

* * * * *

The President stated that the next item on the agenda was to consider the adoption of a resolution authorizing the issuance of general obligation school bonds of the District and levying a tax to pay the principal of and interest on such bonds. Board Member _____ introduced a resolution (the "Bond Resolution") entitled as follows and moved its passage and adoption:

RESOLUTION AUTHORIZING THE ISSUANCE, SALE AND DELIVERY OF GENERAL OBLIGATION REFUNDING BONDS (TAXABLE INTEREST) IN AN AGGREGATE PRINCIPAL AMOUNT NOT TO EXCEED \$7,900,000; PRESCRIBING THE FORM OF THE BONDS; FIXING IN PART AND PROVIDING FOR THE FIXING IN PART OF THE TERMS OF THE BONDS; PROVIDING FOR THE LEVY AND COLLECTION OF TAXES TO PAY THE PRINCIPAL OF AND INTEREST ON THE BONDS; AND RELATED MATTERS.

Board Member _____ seconded the adoption of the Bond Resolution. On roll call vote, the following Board Members voted in favor of the passage of the Bond Resolution: _____

_____ ; the following Board members voted against the passage of the Bond Resolution:

_____ ; the following Board members were absent or did not vote:

_____. The passage and adoption of the Bond Resolution having been agreed upon by a majority of the Board, the President declared the Bond Resolution passed and adopted and, in the presence of the Board, signed and approved the Bond Resolution, and the Secretary attested to its passage and approval by signing the same. A true and complete copy of the Bond Resolution is attached hereto as **Exhibit C**.

* * * * *

(Other Proceedings)

* * * * *

There being no further business to come before the meeting, on motion duly made, seconded and carried by unanimous vote, the meeting was adjourned.

By: _____

Secretary
Adams County School District 0018
(Hastings Public Schools)
in the State of Nebraska

EXHIBIT A

**AFFIDAVIT OF PUBLICATION OF
NOTICE OF MEETING**

EXHIBIT B

**ACKNOWLEDGMENT OF RECEIPT OF
ADVANCE NOTICE OF MEETING**

**ACKNOWLEDGMENT OF RECEIPT OF
ADVANCE NOTICE OF MEETING**

We, the undersigned, constituting all of the Members of the Board of Education (the “**Board**”) of Adams County School District 0018 (Hastings Public Schools) in the State of Nebraska (the “**District**”), hereby acknowledge receipt of advance notice of the regular meeting of the Board and the agenda for the same held Monday, September 16, 2019, at 7:00 p.m., in the Hastings City Council Chambers, located at 220 North Hastings Avenue, Hastings, Nebraska.

DATED: _____, 2019.

President

Vice President

Secretary

Treasurer

Board Member

Board Member

Board Member

Board Member

Board Member

BOND RESOLUTION

RESOLUTION AUTHORIZING THE ISSUANCE, SALE AND DELIVERY OF GENERAL OBLIGATION REFUNDING BONDS (TAXABLE INTEREST) IN AN AGGREGATE PRINCIPAL AMOUNT NOT TO EXCEED \$7,900,000; PRESCRIBING THE FORM OF THE BONDS; FIXING IN PART AND PROVIDING FOR THE FIXING IN PART OF THE TERMS OF THE BONDS; PROVIDING FOR THE LEVY AND COLLECTION OF TAXES TO PAY THE PRINCIPAL OF AND INTEREST ON THE BONDS; AND RELATED MATTERS.

BE IT RESOLVED BY THE BOARD OF EDUCATION OF ADAMS COUNTY SCHOOL DISTRICT 0018, IN THE STATE OF NEBRASKA, as follows:

Section 1. The Board of Education (the “**Board**”) of Adams County School District 0018 (Hastings Public Schools) in the State of Nebraska (the “**District**”), hereby finds and determines:

(a) The District is duly organized as a Class III School District under Sections 79-102 and 79407, Reissue Revised Statutes of Nebraska, as amended, maintaining both elementary and high school grades under the direction of a single Board of Education, the District embracing territory having more than one thousand and less than one hundred fifty thousand inhabitants.

(b) The District has heretofore issued and there are now outstanding and unpaid the following valid interest-bearing obligations of the District:

(i) General Obligation Bonds, Series 2015, in the outstanding principal amount of \$7,500,000, dated August 4, 2015 (the “**Outstanding Bonds**”), which mature and bear interest as follows:

Principal Amount	Maturing December 15 Of Year	Interest Rate
\$450,000	2032	4.000%
465,000	2033	4.000
485,000	2034	4.000
505,000	2035	4.000
525,000	2036	4.000
545,000	2037	4.000
4,525,000	2044*	4.500

*Term Bond

such Outstanding Bonds being part of an issue of \$7,500,000 original principal amount of General Obligation Bonds, Series 2015 issued pursuant to a resolution of the Board, and such Outstanding Bonds are redeemable at the option of the District at any time on or after August 4, 2020, at a redemption price equal to the principal amount thereof plus accrued interest to the date fixed for redemption.

(c) (i) All of the Outstanding Bonds are valid, interest-bearing obligations of the District; (ii) since the issuance of the Outstanding Bonds, the rates of interest available in the markets have declined so that the District can effect a savings in interest costs by providing for

payment and redemption of all or a portion of the Outstanding Bonds through the issuance of general obligation refunding bonds of the District; (iii) all or a portion of the Outstanding Bonds (as called for redemption, the “**Refunded Bonds**”) are herein authorized to be called for redemption; (iv) for the purpose of providing, along with other available District funds, for the payment and redemption of the Refunded Bonds as above set out and to pay costs of issuance thereof, it is in the best interest of the District to issue general obligation refunding bonds (taxable interest) of the District, in the aggregate stated principal amount of not to exceed \$7,900,000; and (v) except as set forth herein, the District has no bond sinking funds on hand for the retirement of the Refunded Bonds not required for the timely payment of principal and interest due on the Redemption Date (as defined in **Section 2** hereof).

(d) Upon satisfaction of the terms and conditions set forth in **Section 2** hereof, it is necessary, desirable and advisable that the District issue its general obligation refunding bonds (taxable interest), for the purpose of providing funds which, together with other funds of the District legally available for such purposes, shall be sufficient for the payment and redemption of the Refunded Bonds on the Redemption Date.

(e) All conditions, acts and things required by law to exist or to be done precedent to the issuance of general obligation refunding bonds (taxable interest) of the District in the principal amount of not to exceed \$7,900,000, for such purposes do exist and have been done in due form and time as required by law.

Section 2. (a) For the purpose of refunding the Refunded Bonds and paying the costs of issuing bonds as described herein, the issuance, sale and delivery of general obligation refunding bonds (taxable interest) of the District is hereby authorized and directed in an aggregate stated principal amount not to exceed \$7,900,000 (the “**Bonds**”). The Bonds shall be sold pursuant to a negotiated sale with such bank or underwriting firm as initial purchaser or placement agent, as applicable (the “**Underwriter**”) as determined by the Superintendent of the District or the President of the Board of Education in a written designation, which may be in the form of a bond purchase agreement for the Bonds (the “**Designation**”). The Bonds shall be issued in fully registered form in the denomination of \$5,000 or any integral multiple thereof, not exceeding the amount maturing in any one year, and shall be numbered from R-1 upward in the order of their issuance.

(b) The Superintendent of the District, the President of the Board of Education of the District and the Chief Financial Officer (each, an “**Authorized Officer**”) is each individually hereby authorized and directed, in the exercise of his or her independent judgment and absolute discretion, to hereafter, from time to time, specify, set, designate, determine, establish and appoint, as the case may be, and in each case in accordance with and subject to the provisions of this Resolution, in one or more Designations, (1) the date of original issue of the Bonds, (2) the aggregate stated principal amount of Bonds to be issued (which shall not exceed \$7,900,000 in the aggregate, provided, however, in the event the Bonds are sold with a net original issue discount such aggregate principal amount may be increased in an amount necessary to compensate for any such net original issue discount), (3) any original issue premium or original issue discount properly allocable to each maturity of the Bonds, (4) the principal payment dates for the Bonds and the principal amount of Bonds to mature on each of such dates, (5) the date of final maturity of the Bonds, which shall in no event be later than December 15, 2044 (6) the date or dates upon

which the Bonds shall be sold, (7) the rate or rates of interest to be carried by each maturity of the Bonds, provided the refunding of the Refunded Bonds results present value savings of not less than 10%, (8) the method by which such rate or rates of interest shall be calculated and the interest payment dates and record date for the Bonds, (9) whether or not the Bonds shall be subject to redemption prior to their stated maturity and, if subject to such prior redemption, (A) the provisions and procedures governing such prior redemption, (B) the nature of any notice to be given in the event of any such prior redemption, (C) the redemption price or prices payable upon such redemption (not to exceed 104%) and (D) the respective periods in which each redemption price shall be payable, (10) the amount and due date of each sinking fund installment for Bonds that are term Bonds, (11) the Paying Agent and Registrar for the Bonds, (12) the underwriting discount, not to exceed 1.000% of the stated principal amount of the Bonds, and the price at which the Bonds shall be sold to the Purchaser and, (13) the form, contents, terms and provisions of the Bond Purchase Agreement and the Paying Agent and Registrar Agreement (each as hereinafter defined), (14) the form and contents of any closing and other documentation executed and delivered by the District in connection with the authorization, issuance, sale and delivery of the Bonds, (15) any transfer restrictions relating to the Bonds, and (16) all of the other terms of the Bonds not otherwise determined or fixed by the provisions of this Resolution.

(c) The Authorized Officers, or each individually, are hereby authorized to irrevocably call any or all of the Outstanding Bonds for redemption on such date he or she determines appropriate, which date or dates shall be the **“Redemption Date”** hereunder. The Authorized Officers, or each individually, are hereby authorized to designate, approve, execute and deliver, as the case may be, the form, content, terms and provisions of any published and/or mailed notice of redemption with respect to the payment and redemption of the Refunded Bonds, and direct the application of such proceeds and any investment income to the payment of all of the principal of and interest on the Refunded Bonds maturing on or before each respective Redemption Date and the application of the balance of such proceeds and any investment income thereof to the redemption and retirement of the Refunded Bonds on the Redemption Date.

(d) The District is hereby authorized to enter into an escrow agreement in connection with refunding the Refunded Bonds (the **“Escrow Agreement”**) in such form as may be approved by an Authorized Officer with a bank or trust company (the **“Escrow Agent”**), and the President and Secretary are hereby authorized and directed to execute the Escrow Agreement, for and on behalf of and as the act and deed of the District. All money deposited with the Escrow Agent shall be deemed to be deposited in accordance with and subject to all of the provisions contained in this Resolution and the Escrow Agreement. The Escrow Agent is hereby authorized to carry out, on behalf of the District, the duties, terms and provisions of the Escrow Agreement, and the Escrow Agent, the Purchaser and bond counsel for the District are authorized to take all necessary actions for the subscription and purchase of the escrowed securities described in the Escrow Agreement, including the subscription for United States Treasury Securities State and Local Government Series.

(e) The Bonds shall be issued in fully registered form in the denomination of \$5,000 or any integral multiple thereof. The date of original issue for the Bonds shall be Date of Delivery. Interest on the Bonds, at the respective rates for each maturity, shall bear interest at the rates calculated on the basis of a 360-day year consisting of twelve 30-day months and shall be payable on such dates as shall be determined in the Designation (each an **“Interest Payment Date”**) and the Bonds shall bear such interest from the date of original issue or the most recent Interest Payment Date, whichever is later. The interest due on each Interest Payment Date shall be payable to the registered owners of record as of the fifteenth day immediately preceding the Interest Payment Date

(the “**Record Date**”), subject to the provisions of Section 4 hereof. The Bonds shall be numbered from 1 upwards in the order of their issuance. No Bond shall be issued originally or upon transfer or partial redemption having more than one principal maturity. The initial bond numbering and principal amounts for each of the Bonds issued shall be as directed by the initial purchaser thereof. Payments of interest due on the Bonds prior to maturity shall be made by the Paying Agent and Registrar, as designated pursuant to Section 3 hereof, by mailing on each Interest Payment Date a check or draft in the amount due for such interest to the registered owner of each Bond, as of the Record Date for such Interest Payment Date, to such owner’s registered address as shown on the books of registration as required to be maintained in Section 3 hereof. Payments of principal and interest due at maturity or at any date fixed for redemption prior to maturity shall be made by said Paying Agent and Registrar to the registered owners upon presentation and surrender of the Bonds to said Paying Agent and Registrar. The District and said Paying Agent and Registrar may treat the registered owner of any Bond as the absolute owner of such Bond for the purpose of making payments thereon and for all other purposes and neither the District nor the Paying Agent and Registrar shall be affected by any notice or knowledge to the contrary, whether such Bond or any installment of interest due thereon shall be overdue or not. All payments on account of interest or principal made to the registered owner of any Bond in accordance with the terms of this resolution shall be valid and effectual and shall be a discharge of the District and said Paying Agent and Registrar, in respect of the liability upon the Bonds or claims for interest to the extent of the sum or sums so paid.

Section 3. The Authorized Officers, or one or more of them, shall designate the Treasurer of the District or a bank or trust company to serve as Paying Agent and Registrar for the Bonds. If a bank or trust company is designated as Paying Agent and Registrar for the Bonds, such entity shall serve in such capacities under the terms of an agreement entitled “Paying Agent and Registrar’s Agreement” between the District and the Paying Agent, in a form which shall be approved by an Authorized Officer. The Paying Agent and Registrar shall keep and maintain for the District books for the registration and transfer of the Bonds at its office. The names and registered addresses of the registered owner or owners of the Bonds shall at all times be recorded in such books. Any Bond may be transferred pursuant to its provisions at the principal office of said Paying Agent and Registrar by surrender of such Bond for cancellation, accompanied by a written instrument of transfer, in form satisfactory to said Paying Agent and Registrar, duly executed by the registered owner in person or by such owner’s duly authorized agent. Thereupon the Paying Agent and Registrar on behalf of the District will deliver at its office (or send by registered mail to the transferee owner or owners thereof at such transferee owner’s or owners’ risk and expense), registered in the name of the transferee owner or owners, a new Bond or Bonds of the same interest rate, aggregate principal amount and maturity. To the extent of the denominations authorized for the Bonds by this resolution, one Bond may be transferred for several such Bonds of the same interest rate and maturity, and for a like aggregate principal amount, and several such Bonds may be transferred for one or several such Bonds, respectively, of the same interest rate and maturity and for a like aggregate principal amount. In every case of transfer of a Bond, the surrendered Bond shall be canceled and destroyed. All Bonds issued upon transfer of the Bonds so surrendered shall be valid obligations of the District evidencing the same

obligations as the Bonds surrendered and shall be entitled to all the benefits and protection of this resolution to the same extent as the Bonds upon transfer of which they were delivered. The District and said Paying Agent and Registrar shall not be required to transfer any Bond during any period from any Record Date until its immediately following Interest Payment Date or to transfer any Bond called for redemption for a period of 30 days next preceding the date fixed for redemption.

Section 4. In the event that payments of interest due on the Bonds on an Interest Payment Date are not timely made, such interest shall cease to be payable to the registered owners as of the Record Date for such Interest Payment Date and shall be payable to the registered owners of the Bonds as of a special date of record for payment of such defaulted interest as shall be designated by the Paying Agent and Registrar whenever monies for the purpose of paying such defaulted interest become available.

Section 5. The Bonds shall be subject to redemption, in whole or in part, prior to maturity at any time on or after the tenth anniversary of the date of issuance (or such other date as may be determined in the Designation), at par plus the interest accrued on the principal amount being redeemed to the date fixed for redemption. The District shall select the Bonds to be redeemed for such optional redemption in its sole discretion. Bonds shall be redeemed only in amounts of \$5,000 or integral multiples thereof. Any Bond redeemed in part only shall be surrendered to the Paying Agent and Registrar in exchange for a new Bond or Bonds, of the same maturity and interest rate, evidencing the unredeemed principal thereof. Notice of redemption of any Bond called for redemption shall be given, at the direction of the District in the case of optional redemptions and without further direction in the case of mandatory redemptions, by said Paying Agent and Registrar by mail not less than 30 days prior to the date fixed for redemption, first class, postage prepaid, sent to the registered owner of such Bond at said owner's registered address. Such notice shall designate the Bond or Bonds to be redeemed by maturity or otherwise, the date of original issue and the date fixed for redemption and shall state that such Bond or Bonds are to be presented for prepayment at the office of said Paying Agent and Registrar. In case of any Bond partially redeemed, such notice shall specify the portion of the principal amount of such Bond to be redeemed. No defect in the mailing of notice for any Bond shall affect the sufficiency of the proceedings of the District designating the Bonds called for redemption or the effectiveness of such call for Bonds for which notice by mail has been properly given and the District shall have the right to direct further notice of redemption for any such Bond for which defective notice has been given. In the event term maturities and mandatory redemption amounts are determined in the Designation, the provisions of this Section 5 shall apply generally to mandatory redemptions. Any such mandatory redemptions shall be at the principal amount redeemed plus accrued interest to the date set for redemption. The Paying Agent and Registrar shall select the term bonds to be redeemed in any maturity using any random method of selection deemed appropriate, subject to the provisions of Section 8 of this resolution.

Section 6. If the date for payment of the principal of or interest on the Bonds shall be a Saturday, Sunday, legal holiday or a day on which banking institutions in the city where the office of the Paying Agent and Registrar is located are authorized by law or executive order to close, then the date for such payment shall be the next succeeding day which is not a Saturday, Sunday, legal holiday or a day on which such banking institutions are authorized to close, and payment on such day shall have the same force and effect as if made on the nominal date of payment.

Section 7. The Bonds shall be in substantially the following form:

UNITED STATES OF AMERICA
STATE OF NEBRASKA
COUNTY OF ADAMS

GENERAL OBLIGATION REFUNDING BONDS (TAXABLE INTEREST), SERIES 2019B
OF ADAMS COUNTY SCHOOL DISTRICT 0018

No. R-1 \$ _____

<u>Interest Rate</u> _____%	<u>Maturity Date</u> _____, 15, ____	<u>Date of Original Issue</u> _____, 2019	<u>CUSIP</u> _____
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Registered Owner: Cede & Co.
13-2555119

Principal Amount: _____ DOLLARS

KNOW ALL PERSONS BY THESE PRESENTS: That Adams County School District 0018, in the State of Nebraska, (the "District") hereby acknowledges itself to owe and for value received promises to pay to the registered owner specified above, or registered assigns, the principal amount specified above in lawful money of the United States of America on the date of maturity specified above with interest thereon to maturity (or earlier redemption) from the date of original issue shown above or most recent Interest Payment Date, whichever is later, at the rate per annum specified above, payable on _____, 20__ and semiannually thereafter on _____ and _____ of each year (each, an "Interest Payment Date"). Said interest shall be computed on the basis of a 360-day year consisting of twelve 30-day months. The principal of this bond, together with unpaid accrued interest due at maturity or upon earlier redemption, is payable upon presentation and surrender of this bond at the office of _____, as the Paying Agent and Registrar, in _____, Nebraska. Interest on this bond due prior to maturity or earlier redemption will be paid on each Interest Payment Date by a check or draft mailed on such Interest Payment Date by the Paying Agent and Registrar to the registered owner of this bond, as shown on the books of record maintained by the Paying Agent and Registrar, at the close of business on the fifteenth day immediately preceding the Interest Payment Date, to such owner's address as shown on such books and records. Any interest not so timely paid shall cease to be payable to the person entitled thereto as of the record date such interest was payable and shall be payable to the person who is the registered owner of this bond (or of one or more predecessor bonds hereto) on such special record date for payment of such defaulted interest as shall be fixed by the Paying Agent and Registrar whenever monies for such purpose become available. For the prompt payment of this bond, both principal and interest, as the same become due, the full faith, credit and resources of said District are hereby irrevocably pledged.

This bond is one of an issue of fully registered bonds of the total principal amount of _____ Dollars (\$ _____), of even date and like tenor herewith, except as to date of maturity and rate of interest and denomination, which were issued by said District for the purpose of refunding all or a portion of the District's General Obligation Bonds, Series 2015, date of Original Issue – August 4, 2015, in accordance with the provisions of Sections 10-142 and 10-717 through 10-719, R.R.S. Neb. 2012, as amended. Said bond is issued pursuant to a resolution duly adopted by the Board of Education of the District (the "Resolution") and proceedings duly and legally had by the Board of the District.

[The Bonds maturing in the year 20 ____ are subject to mandatory redemption prior to maturity in part, at the principal amount thereof, plus accrued interest thereon to the date of redemption, on the dates specified below:

Year	Principal
(_____ 15)	<u>Amount</u>
	\$]

Any or all of the bonds are subject to optional redemption at the option of the District prior to the stated maturities thereof, in whole or in part, at any time on or after _____, 20____, at par plus the interest accrued on the principal amount being redeemed to the date fixed for redemption.

Notice of redemption shall be given by mail to the registered owner of any bond to be redeemed in the manner specified in the Resolution authorizing said issue of bonds. Individual bonds shall be redeemed in part but only in the amount of \$5,000 or integral multiples thereof.

This bond is may be transferred or exchanged, as provided in the Resolution and subject to the transfer restrictions in the Resolution, by the registered owner or such owner's attorney duly authorized in writing at the office of the Paying Agent and Registrar in _____, Nebraska, upon surrender and cancellation of this bond, and thereupon a new bond or bonds of the same aggregate principal amount, interest rate and maturity will be issued to the transferee as provided in the Resolution authorizing said issue of bonds, subject to the limitations therein prescribed. The District, the Paying Agent and Registrar and any other person may treat the person in whose name this bond is registered as the absolute owner hereof for the purpose of receiving payment due hereunder and for all purposes and shall not be affected by any notice to the contrary, whether this bond be overdue or not.

If the date for payment of the principal of or interest on this bond shall be a Saturday, Sunday, legal holiday or a day on which banking institutions in the Board of Education where the office of the Paying Agent and Registrar is located are authorized by law or executive order to close, then the date for such payment shall be the next succeeding day which is not a Saturday, Sunday, legal holiday or a day on which such banking institutions are authorized to close, and payment on such date shall have the same force and effect as if made on the nominal date of payment.

IT IS HEREBY CERTIFIED AND WARRANTED that all conditions, acts and things required by law to exist or to be done precedent to and in the issuance of this bond did exist, did happen, and were done and performed in regular and due form and time as required by law, and that the indebtedness of the District, including this bond, does not exceed any limitation imposed by law. The District agrees that it shall cause to be made annually, in addition to all other taxes, a special levy of taxes upon all of the taxable property which the District levied upon for the Refunded Bonds refunded by this series of Bonds, for the purpose of paying and sufficient to pay in full the principal of and interest on this bond and the bonds of this issue as and when such principal and interest respectively become due.

This bond shall not be valid and binding on the District until authenticated by the Paying Agent and Registrar.

AS PROVIDED IN THE RESOLUTION REFERRED TO HEREIN, UNTIL THE TERMINATION OF THE SYSTEM OF BOOK-ENTRY-ONLY TRANSFERS THROUGH THE DEPOSITORY TRUST COMPANY, NEW YORK, NEW YORK (TOGETHER WITH ANY SUCCESSOR SECURITIES DEPOSITORY APPOINTED PURSUANT TO THE RESOLUTION, "DTC"), AND NOTWITHSTANDING ANY OTHER PROVISIONS OF THE RESOLUTION TO THE CONTRARY, A PORTION OF THE PRINCIPAL AMOUNT OF THIS BOND MAY BE PAID OR REDEEMED WITHOUT SURRENDER HEREOF TO THE REGISTRAR, DTC OR A NOMINEE,

TRANSFeree OR ASSIGNEE OF DTC OF THIS BOND MAY NOT RELY UPON THE PRINCIPAL AMOUNT INDICATED HEREON AS THE PRINCIPAL AMOUNT HEREOF OUTSTANDING AND UNPAID. THE PRINCIPAL AMOUNT HEREOF OUTSTANDING AND UNPAID SHALL FOR ALL PURPOSES BE THE AMOUNT DETERMINED IN THE MANNER PROVIDED IN THE RESOLUTION.

UNLESS THIS BOND IS PRESENTED BY AN AUTHORIZED OFFICER OF DTC (A) TO THE REGISTRAR FOR REGISTRATION OF TRANSFER OR EXCHANGE OR (B) TO THE REGISTRAR FOR PAYMENT OF PRINCIPAL, AND ANY BOND ISSUED IN REPLACEMENT HEREOF OR SUBSTITUTION HEREFOR IS REGISTERED IN THE NAME OF DTC AND ANY PAYMENT IS MADE TO DTC OR ITS NOMINEE, ANY TRANSFER, PLEDGE OR OTHER USE HEREOF FOR VALUE OR OTHERWISE BY OR TO ANY PERSON IS WRONGFUL BECAUSE ONLY THE REGISTERED OWNER HEREOF, DTC OR ITS NOMINEE, HAS AN INTEREST HEREIN.

IN WITNESS WHEREOF, the Board of Education of the District has caused this bond to be executed on behalf of the District with the facsimile signatures of the President and the Secretary of said Board, all as of the date of original issue shown above.

ADAMS COUNTY SCHOOL DISTRICT 0018,
IN THE STATE OF NEBRASKA

ATTEST:

[facsimile signature]
President

[facsimile signature]
Secretary

CERTIFICATE OF AUTHENTICATION

This bond is one of the bonds authorized by resolution of the Board of Education of Adams County School District 0018, in the State of Nebraska, as described in the foregoing bond.

_____, Paying Agent and
Registrar

By _____
Authorized Signature

(FORM OF ASSIGNMENT)

FOR VALUE RECEIVED, the undersigned hereby sells, assigns and transfers unto

Print or Type Name, Address and Social Security Number
or other Taxpayer Identification Number of Transferee

the within Bond and all rights thereunder, and hereby irrevocably constitutes and appoints _____ agent to transfer the within Bond on the Bond Register kept by the Paying Agent for the registration thereof, with full power of substitution in the premises.

Dated: _____

NOTICE: The signature to this assignment must correspond with the name of the Registered Owner as it appears upon the face of the within Bond in every particular.

Medallion Signature Guarantee:

Section 8. Each of the Bonds shall be executed on behalf of the District with the manual or facsimile signatures of the President and Secretary of the Board of Education. The Bonds shall be issued initially as “book-entry-only” bonds using the services of The Depository Trust Company (the “**Depository**”), with one typewritten bond per maturity being issued to the Depository. In such connection said officers are authorized to execute and deliver a letter of representations (the “**Letter of Representations**”) in the form required by the Depository (including any blanket letter previously executed and delivered), for and on behalf of the District, which shall thereafter govern matters with respect to registration, transfer, payment and redemption of the Bonds. Upon the issuance of the Bonds as “book-entry-only” bonds, the following provisions shall apply:

(a) The District and the Paying Agent and Registrar shall have no responsibility or obligation to any broker-dealer, bank or other financial institution for which the Depository holds Bonds as securities depository (each, a “**Bond Participant**”) or to any person who is an actual purchaser of a Bond from a Bond Participant while the Bonds are in book-entry form (each, a “**Beneficial Owner**”) with respect to the following:

(i) the accuracy of the records of the Depository, any nominees of the Depository or any Bond Participant with respect to any ownership interest in the Bonds,

(ii) the delivery to any Bond Participant, any Beneficial Owner or any other person, other than the Depository, of any notice with respect to the Bonds, including any notice of redemption, or

(iii) the payment to any Bond Participant, any Beneficial Owner or any other person, other than the Depository, of any amount with respect to the Bonds. The Paying Agent and Registrar shall make payments with respect to the Bonds only to or upon the order of the Depository or its nominee, and all such payments shall be valid and effective fully to satisfy and discharge the obligations with respect to such Bonds to the extent of the sum or sums so paid. No person other than the Depository shall receive an authenticated Bond, except as provided in (e) below.

(b) Upon receipt by the Paying Agent and Registrar of written notice from the Depository to the effect that the Depository is unable or unwilling to discharge its responsibilities, the Paying Agent and Registrar shall issue, transfer and exchange Bonds requested by the Depository in appropriate amounts. Whenever the Depository requests the Paying Agent and Registrar to do so, the Paying Agent and Registrar will cooperate with the Depository in taking appropriate action after reasonable notice (i) to arrange, with the prior written consent of the District, for a substitute depository willing and able upon reasonable and customary terms to maintain custody of the Bonds or (ii) to make available Bonds registered in whatever name or names the Beneficial Owners transferring or exchanging such Bonds shall designate.

(c) If the District determines that it is desirable that certificates representing the Bonds be delivered to the Bond Participants and/or Beneficial Owners of the Bonds and so notifies the Paying Agent and Registrar in writing, the Paying Agent and Registrar shall so notify the Depository, whereupon the Depository will notify the Bond Participants of the availability through the Depository of bond certificates representing the Bonds. In such event, the Paying Agent and Registrar shall issue, transfer and exchange bond certificates representing the Bonds as requested by the Depository in appropriate amounts and in authorized denominations.

(d) Notwithstanding any other provision of this resolution to the contrary, so long as any Bond is registered in the name of the Depository or any nominee thereof, all payments with respect to such Bond and all notices with respect to such Bond shall be made and given, respectively, to the Depository as provided in the Letter of Representations.

(e) Registered ownership of the Bonds may be transferred on the books of registration maintained by the Paying Agent and Registrar, and the Bonds may be delivered in physical form to the following:

(i) any successor securities depository or its nominee;

(ii) any person, upon (A) the resignation of the Depository from its functions as depository or (B) termination of the use of the Depository pursuant to this Section.

(f) In the event of any partial redemption of a Bond unless and until such partially redeemed Bond has been replaced in accordance with the provisions of this resolution, the books and records of the Paying Agent and Registrar shall govern and establish the principal amount of such Bond as is then outstanding and all of the Bonds issued to the Depository or its nominee shall contain a legend to such effect.

If for any reason the Depository is removed by the District or resigns and is not replaced, the District shall immediately provide a supply of printed bond certificates for issuance upon the transfers from the Depository and subsequent transfers or in the event of partial redemption. In the event that such supply of certificates shall be insufficient to meet the requirements of the Paying Agent and Registrar for issuance of replacement Bonds upon transfer or partial redemption, the District agrees to order printed an additional supply of certificates and to direct their execution by manual or facsimile signature of its then duly qualified and acting President and Secretary of such Board. In case any officer whose signature or facsimile thereof shall appear on any Bond shall cease to be such officer before the delivery of such Bond (including any bond certificates delivered to the Paying Agent and Registrar for issuance upon transfer or partial redemption), such signature or such facsimile signature shall nevertheless be valid and sufficient for all purposes the same as if such officer or officers had remained in office until the delivery of such Bond. The Bonds shall not be valid and binding on the District until authenticated by the Registrar. The Bonds shall be delivered to the Registrar for registration and authentication. Upon execution, registration and

authentication of the Bonds, they shall be delivered to the District's Treasurer, who is authorized to deliver them to the Underwriter, as initial purchaser, upon receipt of the purchase price of the Bonds as shall be determined in the Designation plus accrued interest thereon to date of payment of the Bonds. The District's Treasurer is authorized to deliver the Bonds to the initial purchaser upon receipt of such purchase price plus accrued interest to date of payment. The initial purchaser shall have the right to direct the registration of the Bonds and the denominations thereof within each maturity, subject to the restrictions of this resolution. The Underwriter and its agents, representatives and counsel (including the District's bond counsel) are hereby authorized to take such actions on behalf of the District as are necessary to effectuate the closing of the issuance and sale of the Bonds, including, without limitation, authorizing the release of the Bonds by the Depository at closing. The Authorized Officers are hereby each individually authorized to execute the Bond Purchase Agreement, in form satisfactory to such Authorized Officer, with such changes as such Authorized Officers may deem necessary and appropriate.

Section 9. The Secretary of the District is directed to make and certify a transcript or transcripts of the proceedings of the District precedent to the issuance of said Bonds, a copy of which transcript shall be delivered to the initial purchaser of said Bonds.

Section 10. The net sale proceeds of the Bonds along with funds of the District on hand shall be applied to the payment and satisfaction of all of the principal of and the interest on the Refunded Bonds as called for redemption on the Redemption Date by depositing such funds with the Escrow Agent to be held and applied pursuant to the Escrow Agreement. Accrued interest received from the sale of the Bonds, if any, shall be applied to pay interest first falling due on the Bonds. Expenses of issuance of the Bonds may be paid from the proceeds of the Bonds.

Section 11. The Board hereby represents, covenants, and warrants that it shall, for so long as any Bond of such series remains outstanding, annually provide for the levy and collection of a tax in addition to all other taxes upon all of the taxable property which the District levied upon for the Refunded Bonds, sufficient in rate and amount to pay the principal or redemption price of and interest on the Bonds as the same becomes due and payable.

Section 12. The District reserves the right to issue refunding bonds and provide for the investment of the proceeds thereof for purposes of providing for the payment of principal and interest on the Bonds in such manner as may be prescribed by law from time to time.

Section 13. The District's obligations under this resolution shall be fully discharged and satisfied as to the Bonds authorized and issued hereunder, and said Bonds shall no longer be deemed outstanding hereunder when payment of the principal thereof plus interest thereon to the date of maturity or redemption thereof (a) shall have been made or caused to have been made in accordance with the terms thereof and hereof, or (b) shall have been provided for by depositing with the Paying Agent and Registrar,

or in escrow with a national or state bank having trust powers in trust solely for such payment (i) sufficient moneys to make such payment and/or (ii) direct general obligations of, or obligations the principal and interest of which are unconditionally guaranteed by, the United States of America, or obligations of any agency of the United States of America (herein referred to as “**Government Obligations**”), in such amount and with such maturities as to principal and interest as will insure the availability of sufficient moneys to make such payment, and thereupon such Bonds shall cease to draw interest from the date of their redemption or maturity and, except for the purposes of such payment, shall no longer be entitled to the benefits of this resolution; provided that, with respect to any Bonds called or to be called for redemption prior to the stated maturity thereof, notice of redemption shall have been duly given or provided for. If moneys shall have been deposited in accordance with the terms hereof with the Paying Agent and Registrar or escrow agent in trust for that purpose sufficient to pay the principal of such Bonds and all interest due thereon to the due date thereof or to the date fixed for the redemption thereof, all liability of the District for such payment, except for payment from such deposit, shall forthwith cease, determine and be completely discharged, and all such Bonds shall no longer be considered outstanding under this resolution.

Section 14. Without in any way limiting the power, authority or discretion elsewhere herein granted or delegated, the Board hereby (a) authorizes and directs each Authorized Officer and all other officers, officials, employees and agents of the District to carry out or cause to be carried out, and to perform such obligations of the District and such other actions as they, or any of them, in consultation with bond counsel, the Purchaser of the Bonds and its or their counsel, shall consider necessary, advisable, desirable or appropriate in connection with this Resolution, any Preliminary Official Statement and any Official Statement and other offering materials of the District used in connection with issuance, sale and delivery of the Bonds, including without limitation and whenever appropriate the execution and delivery thereof and of all other related documents, instruments, certifications and opinions, and (b) delegates, authorizes and directs each Authorized Officer the right, power and authority to exercise her or his independent judgment and absolute discretion in (1) determining and finalizing all other terms and provisions to be carried by the Bonds not specifically set forth in this Resolution and (2) the taking of all actions and the making of all arrangements necessary, proper, appropriate, advisable or desirable in order to effectuate the issuance, sale and delivery of the Bonds. The execution and delivery by an Authorized Officer or by any such other officers, officials, employees or agents of the District of any such documents, instruments, certifications and opinions, or the doing by them of any act in connection with any of the matters which are the subject of this Resolution, shall constitute conclusive evidence of both the District’s and their approval of the terms, provisions and contents thereof and of all changes, modifications, amendments, revisions and alterations made therein and shall conclusively establish their absolute, unconditional and irrevocable authority with

respect thereto from the District and the authorization, approval and ratification by the District of the documents, instruments, certifications and opinions so executed and the actions so taken.

Section 15. The District hereby (a) authorizes and directs that an Authorized Officer execute and deliver, on the date of issue of the Bonds, a continuing disclosure undertaking (the “**Continuing Disclosure Undertaking**”) in such form as shall be satisfactory to the District and in compliance with Rule 15c2-12 of the Securities and Exchange Commission, and (b) covenants and agrees that it will comply with and carry out all of the provisions of the Continuing Disclosure Undertaking. Notwithstanding any other provision of this resolution, failure of the District to comply with the Continuing Disclosure Undertaking shall not be considered an event of default hereunder; however, any Participating Underwriter (as such term is defined in the Continuing Disclosure Undertaking) or any Beneficial Owner or any Registered Owner of a Bond (as such terms are defined in the Continuing Disclosure Undertaking) may take such actions as may be necessary and appropriate, including seeking mandamus or specific performance by court order, to cause the District to comply with its obligations under this section.

Section 16. The officers of the District, or any one or more of them, including, but not limited to the Authorized Officers, are hereby authorized to execute and deliver any and all certificates and documents and to take any and all actions determined appropriate in connection with the issuance and sale of the Bonds. All actions heretofore taken by an Authorized Officer and all other officers, officials, employees and agents of the District, including without limitation the expenditure of funds and the selection, appointment and employment of bond counsel and financial advisors and agents, in connection with issuance and sale of the Bonds, together with all other actions taken in connection with any of the matters which are the subject hereof, are in all respects authorized, adopted, specified, accepted, ratified, approved and confirmed.

Section 17. This resolution shall be in full force and effect from and after its adoption as provided by law.

[Remainder of Page Intentionally Left Blank]

ADOPTED this 16th day of September, 2019.

ADAMS COUNTY SCHOOL DISTRICT 0018,
IN THE STATE OF NEBRASKA

ATTEST:

By: _____
President

Secretary

MULTICULTURAL EDUCATION

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

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

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

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

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

Cross Reference: 103 Equal Educational Opportunity
 601 General Policy Statement

Approved 2-16-04 Reviewed _____ Revised _____

HASTINGS PUBLIC SCHOOLS



Change Order/RFP-005 Revision

From: Farris Construction Co., Inc.
 P.O. Box 2046
 Hastings, NE, 68902

Number: GI-14103
 Project: Hastings Public Schools
 Longfellow Elementary School

Phone: 402-462-8732 Fax: 402-462-8801

To: Cannon Moss Brygger Architects
 208 N. Pine Street, Suite 301
 Grand Island, NE 68801

Description Of Proposed Change(s):

We hereby agree to make the change(s) specified below per RFP-005:

- Credit for glass handrail at east stair S-03

Credit \$8,655

- Modify and extend existing crescent guardrails to 42", reusing top wood railing.

Gen Requirements	\$ 469
Labor	\$ 3,780
Material	\$ 475
Cost	\$ 4,724
Farris MU	\$ 472
Total (incl both rails)	\$ 5,196

Note: This Change Order becomes part of and in conformance with the existing contract.

WE AGREE hereby to make the change(s) specified above at this price		Net Credit	\$3,459	00
Date		PRECIOUS CONTRACT AMOUNT	\$	
July 22, 2019		REVISED CONTRACT TOTAL	\$	
Authorized Signature Contractor				

ACCEPTED – The above prices and specifications of this CHANGE Order are satisfactory and are hereby accepted. All work to be performed under same terms and conditions as specified in original contract unless otherwise stipulated.

Date of acceptance _____
 Signature _____

04-01-2015

PERSONNEL

Classified Staff Resignation – Patience Cohen

The administration recommends the following classified staff resignation:

Patience Cohen resigning from Bus Monitor position in transportation effective September 13, 2019.

Classified Staff Transfer(s) – Tammy LeBeau, Cynthia Schutte, Danielle Turner

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

Tammy LeBeau from Library Paraeducator to new Media Technical Services Paraeducator position at Senior High. New position created by combining two vacant Library Paraeducator positions. Ms. LeBeau's wage will remain the same according to the 2019-2020 classified salary schedule. Her schedule will be adjusted from 180 to 199 work days.

Cynthia Schutte from Special Education Skills 3 Paraeducator at Middle School to Special Education Skills 3 Paraeducator at Senior High due to students on caseload moving to Senior High. Ms. Schutte's wage will remain the same according to the 2019-2020 classified salary schedule.

Danielle Turner from Special Education Skills 3 Paraeducator at Middle School to Special Education Skills 3 Paraeducator at Senior High due to students on caseload moving to Senior High. Ms. Turner's wage will remain the same according to the 2019-2020 classified salary schedule.

Classified Staff Appointment(s) – Tiffany Bartling, Lorie Berns

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

Tiffany Bartling to Special Education Skills 3 Paraeducator at Hawthorne due to student needs. Ms. Bartling will be paid the starting wage for Special Education Skills Paraeducator according to the 2019-2020 classified salary schedule.

Lorie Berns to School Nurse/RN position at Longfellow to replace Madjil Clark who resigned. Ms. Berns will be paid the starting wage for RN, with adjustments for education and experience, according to the 2019-2020 classified salary schedule. Information about Ms. Berns is attached.