



Work Session

Thursday, June 10, 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. Quarterly Financial Report - Jeff Schneider -
6. Information on "Spotlight on Learning" - Jeff Schneider -
7. Approve ICG consulting contract - Jeff Schneider -
8. Approve Second Reading of Revised Special Education Policy 604.03 - Lawrence Tunks -
9. Reaffirm the Superintendent Succession Plan - Jeff Schneider -
10. *Consent Agenda - Jeff Schneider -
11. Reminders - Jim Boeve -

12. Executive Session - Jim Boeve -

13. The Board of Education returned to Open Session at 6:27 p.m. - 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.

| General Fund | | | | | |
|-----------------------|-----------------------|------------------------|-----------------------|-----------------------|--|
| | | | | | |
| 2018-19 | | 2019-20 | | 2020-21 | |
| Balance 9-1-18 | 6,163,097 | Balance 9-1-19 | 4,990,774 | Balance 9-1-20 | |
| Qtr 1-3 Expenses | 31,084,539 | Qtr 1-3 Expenses | 30,905,017 | Qtr 1-3 Expenses | |
| Qtr 1-3 Receipts | 33,907,173 | Qtr 1-3 Receipts | 36,700,464 | Qtr 1-3 Receipts | |
| 6/1/2019 balance | \$8,985,731.00 | 6/1/2020 balance | \$10,786,220.70 | 6/1/2021 balance | |
| 2018- 19Qtr 1-3 total | \$2,822,634.00 | 2019- 20 Qtr 1-3 total | \$5,795,447.00 | 2020- 21Qtr 1-3 total | |
| | | | | | |
| | | | | | |
| | | | | | |
| | | | | | |
| Balance 9-1-18 | 2,482,217 | Balance 9-1-19 | 2,780,713 | Balance 9-1-20 | |
| Expenses | 93,432 | Expenses | 1,199,021 | Expenses | |
| Receipts | 162,896 | Receipts | 19,522 | Receipts | |
| 6-1-19 Balance | 2,551,681 | 6-1-20 Balance | 1,601,214 | 6-1-21 Balance | |
| Fiscal | 69,464 | Fiscal | -1,179,499 | Fiscal | |
| | | | | | |
| | | | | | |
| Qtr 1-3 Total | \$2,892,098.00 | Qtr 1-3 Total | \$4,615,948.00 | Qtr 1-3 Total | |

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| |
| 5,784,655 |
| |
| 31,793,406 |
| 37,784,508 |
| \$11,775,756.65 |
| |
| \$5,991,102.00 |
| |
| |
| |
| |
| 1,489,433 |
| |
| 349,938 |
| 1,821 |
| |
| 1,141,316 |
| |
| -348,117 |
| |
| |
| |
| \$5,642,985.00 |



Consulting Agreement

This Agreement is made effective as of May 10, 2021, by and between Hastings Public Schools and Implementation Consulting Group, of 1562 300th Street, Cedar Rapids, Nebraska 68627.

In this Agreement, the party who is contracting to receive services shall be referred as Hastings Public Schools, and the party who will be providing the services shall be referred to as “Implementation Consulting Group”.

Implementation Consulting Group has a background in Educational Systems Coaching and is willing to provide services to Hastings Public Schools.

Hastings Public Schools desires to have services provided by

Implementation Consulting Group. Therefore, the parties agree as follows:

1. **DESCRIPTION OF SERVICE.** Beginning on May 24, 2021, Implementation Consulting Group will provide the services (collectively, the “Services”) as referenced in the attached Proposal.

PERFORMANCE OF SERVICES. The manner in which the Services are to be performed and the specific hours to be worked by Implementation Consulting Group shall be determined by Implementation Consulting Group. Hastings Public Schools will rely on Implementation Consulting Group to provide consultation, training, and coaching to fulfill Implementation Consulting Groups obligations under this Agreement. The services will include support for redefining the role of the instructional facilitators, building a coaching system, manualizing small group and intervention. The support will include utilization of ICG materials. All travel expenses related to this support will be the responsibility of Implementation Consulting Group.

2. **PAYMENT.** Hasting Public Schools will pay a fee to Implementation Consulting Group for the Services in the amount of \$137,000.00. The invoices for twelve monthly payments in the amount of \$11,416.67 will be sent to Hastings Public Schools beginning in June of 2021.

3. **TERM/TERMINATION.** This Agreement shall terminate automatically on May 31, 2022.
4. **RELATIONSHIP OF PARTIES.** It is understood by the parties that Implementation Consulting Group is an independent contractor with respect to Hastings Public Schools, and not an employee of Hastings Public Schools. Hastings Public Schools will not provide fringe benefits, including health insurance benefits, paid vacation, or any other employee benefit, for the benefit of Implementation Consulting Group.
5. **EMPLOYEE.** Implementation Consulting Group's employees, if any, who perform services for Hastings Public Schools under this Agreement shall also be bound by the provisions of this Agreement.
6. **INJURIES AND INSURANCE.** Implementation Consulting Group acknowledges Implementation Consulting Group's obligation to obtain appropriate insurance coverage for the benefit of Implementation Consulting Group (and Implementation Consulting Group's employees, if any). Implementation Consulting Group waives any rights to recovery from Hastings Public Schools for any injuries that Implementation Consulting Group (and/or Implementation Consulting Group's employees) may sustain while performing services under this Agreement and that are a result of the negligence of Implementation Consulting Group or Implementation Consulting Group's employees.
7. **INDEMNIFICATION.** Implementation Consulting Group agrees to indemnify and hold harmless Hastings Public Schools from all claims, losses, expenses, fees including attorney fees, costs, and judgements that may be asserted against Hastings Public Schools that result in the acts or omissions of Implementation Consulting Group, Implementation Consulting Group's employees, if any, and implementation Consulting Group's agents. Hastings Public Schools agrees to indemnify and hold harmless Implementation Consulting Group from all claims, losses, expenses, fees including attorney fees, costs, and judgements that may be asserted against Implementation Consulting Group that results from acts or omissions of Hastings Public Schools, Hastings Public School's employees, if any, and Hastings Public Schools agents.
8. **INTELLECTUAL PROPERTY.** The following provisions shall apply with respect to copyrightable works, ideas, discoveries, inventions, applications for patents, and patents (collectively, Intellectual Property"):

Consultant's Intellectual Property. Implementation Consulting Group personally holds an interest in the Intellectual Property that is described on the attached Exhibit A and which is not subject to this Agreement.

Development of Intellectual Property. Any improvements to Intellectual Property items listed on Exhibit A, further inventions or improvements, and any new items of Intellectual Property discovered or developed by Implementation Consulting Group (or Implementation Consulting Group's employees, if any) during the term of this Agreement shall be the property of Implementation Consulting Group.

9. **CONFIDENTIALITY.** Hastings Public Schools recognizes that Implementation Consulting Group has and will have the following information:

Individual student names and assessment data for individual students and other proprietary information (collectively, "Information") which are valuable, special and unique assets of Hastings Public Schools and need to be protected from improper disclosure. In consideration for the disclosure of the Information, Implementation Consulting Group agrees that Implementation Consulting Group will not at any time or in any manner, either directly or indirectly, use any Information for Implementation Consulting Group's own benefit, or divulge, disclose, or communicate in any manner any Information to any third party without the prior written consent of Hastings Public Schools. Implementation Consulting Group will protect the Information and treat as strictly confidential. A violation of this paragraph shall be material violation of this Agreement.

10. **CONFIDENTIALITY AFTER TERMINATION.** The confidentiality provisions of this Agreement shall remain in full force and effect after the termination of this Agreement.

11. **RETURN of RECORDS.** Upon termination of this Agreement, Implementation Consulting Group shall deliver all records, notes, data, memoranda, models, and equipment of any nature that are in Implementation Consulting Group's possession or under Implementation Consulting Group's control and that are Hastings Public Schools property or relate to Hasting Public School's business.

12. **NOTICES.** All notices required or permitted under this Agreement shall be in writing and shall be deemed delivered when delivered in person or deposited in the United States mail, postage prepaid, addressed as follows:

If for Hastings Public Schools:

Hastings Public Schools
Jeff Schneider, Superintendent
1924 West A Street
Hastings, NE 68901

If for Implementation Consulting Group:

Implementation Consulting Group
Andrea Boden, Educational Systems Coach
1562 300th Street
Cedar Rapids, NE 68627

Such address may be changed from time to time by either party by providing written notice to the other in the manner set forth above.

13. **ENTIRE AGREEMENT.** This Agreement contains an entire agreement of the parties and there are no other promises or conditions in any other agreement whether or oral or written. This Agreement supersedes any prior written or oral agreements between the parties.
14. **AMENDMENT.** This Agreement may be modified or amended if the amendment is made in writing and is signed by both parties.
15. **SEVERABILITY.** If any provision of this Agreement shall be held to be invalid or unenforceable for any reason, the remaining provisions shall continue to be valid and enforceable. If a court finds that any provision of this Agreement is invalid or unenforceable, but that by limiting such provision it would become valid and enforceable, then such provision shall be deemed to be written, construed, and enforced as so limited.
16. **WAIVER OF CONTRACTUAL RIGHT.** The failure of either party to enforce any provision of this Agreement shall not be construed as a waiver or limitation of that party's right to subsequently enforce and compel strict compliance with every provision of this Agreement.
17. **APPLICABLE LAW.** This Agreement shall be governed by the laws of the State of Nebraska.
18. **INTERRUPTION OF SERVICE.** Either party shall be excused from any delay or failure in performance required hereunder if caused by reason of any occurrence or contingency beyond its reasonable control, including, but not limited to, acts of God, acts of war, fire, insurrection, laws proclamations, edicts, ordinances or regulations, strikes, lock-outs or other serious labor disputes, riots, pandemics, earthquakes, floods, explosions or other acts of nature. The obligations and rights of the party so excused shall be extended on a day-to-day basis for the time period equal to the period of such excusable interruption. When such events have abated, the parties' respective obligations hereunder shall resume. In the event the interruption of the excused party's obligations continues for a period in excess of thirty (30) days, either party shall have the right to terminate this Agreement upon ten (10) days' prior written notice to the other party.
19. **ASSIGNMENT.** Implementation Consulting Group agrees that it will not assign, sell, transfer, delegate or otherwise dispose of any rights or obligations under this Agreement without the prior written consent of Hastings Public Schools. Any purported assignment, transfer, or delegation shall be null and void. Nothing in this Agreement shall prevent the consolidation of Hastings Public Schools with, or its merger into, any other corporation, or the sale by Hastings Public Schools of all or substantially all of its properties or assets, or the assignment by Hastings Public Schools of this Agreement and the performance of its obligations hereunder to any successor in interest or any Affiliated Company. Subject to the foregoing, this Agreement shall be binding upon and shall inure to the benefit of the parties and their respective heirs, legal representatives, successors, and permitted assigns, and shall not benefit any person or entity other than those enumerated above.
20. **SIGNATORIES.** This Agreement shall be signed on behalf of Hastings Public Schools by Jeff Schneider, Superintendent and on behalf of Implementation Consulting Group by Andrea Boden, Educational Systems Coach and effective as of the date first written above.

Party receiving services:

Hastings Public Schools

By: _____

Jeff Schneider

Superintendent

Party Providing Services:

Implementation Consulting Group

By: _____

Andrea Boden

Educational Systems Coach

EXHIBIT A

Intellectual Property

STUDENTS WITH DISABILITIES

Special Education

All children, regardless of their handicapping condition, are entitled to a free, appropriate public education and an equal opportunity for education according to their needs. The District will follow the rules and protocols created by the Nebraska Department of Education and the United States Department of Education in identifying, evaluating, verifying, and serving students who may be entitled to rehabilitation or special education services.

The School District shall provide special education and rehabilitative services only to children with verified disabilities and qualifying conditions.

The District will abide by all state and federal laws and regulations relating to special education, and the District's special education policies and procedures are to be interpreted to be in compliance with federal and state law and regulations. In the event of changes in law or regulations, the school administration shall be authorized to implement modifications of practice to comply with such changes (whether the changes impose more or less stringent procedural or substantive requirements) until such time as amended policies or regulations are adopted by the Board of Education.

Under the direction of the Superintendent, the administration shall establish and maintain procedures governing the provision of special education and related services to students with disabilities in compliance with the Individuals With Disabilities Education Act (IDEA) Amendments of 2004; the Nebraska Special Education Act; requirements of the Nebraska Department of Education (92 NAC 51, 92 NAC 55); and other laws, regulations, and rules, as amended from time to time.

Employees and contractors of the District are expected to comply with these policies and regulations in all respects.

Legal Reference: 20 U.S.C. § 1401 et seq.
Neb. Rev. Stat. §79-1110 et seq.
92 NAC 51; 92 NAC 55
34 C.F.R. §300, 1 et seq.
34 C.F.R. §303.148 and 303.18
34 C.F.R. §501
480 NAC 10-100

Approved 2-16-04 Reviewed 4/17/06, 06/15/09 Revised 5/15/06, 06/15/09

HASTINGS PUBLIC SCHOOLS

InstructionSpecial Education

[Name] Public Schools adopts this special education policy with the intent that the policy maintain the District's compliance with all applicable laws affecting special education services and programs. The Superintendent or designees shall develop regulations or procedures to implement these policies. Employees and contractors of the District are expected to comply with these policies and all regulations, guidelines and procedures related to this policy in all respects.

The District will abide by all state and federal laws relating to special education. The District's special education policy and regulations, guidelines and procedures related to this policy are to be interpreted so as to be in compliance with such laws. In the event of changes in law, the school administration shall be authorized to implement modifications of practice to comply with such changes (whether the changes impose more or less stringent procedural or substantive requirements) until such time as amended policies are adopted by the Board of Education. References herein to 92 NAC 51 citations are made to Rule 51 as in effect on the date of the adoption of these policies. In the event of renumbering or other revisions to Rule 51, the policy shall be interpreted and implemented consistent with such renumbering or revisions.

1. Free Appropriate Public Education

A free appropriate public education shall be made available to all children with disabilities residing in the District from date of diagnosis through the school year in which the student reaches 21 years of age, including children with disabilities who have been suspended or expelled.

Legal Reference: 92 NAC 51-004.01 through 004.03A and 007.07C2 through 007.07C6

2. Full Educational Opportunity Goal

The District shall take steps to ensure that its children with verified disabilities have available to them the variety of educational programs and services available to children without disabilities in the areas served by the District, including art, music, industrial arts, family consumer science education, and vocational education.

Legal Reference: 92 NAC 51-004.11A

3. Child Find

All children with disabilities residing in the District, including children with disabilities who are homeless or are wards of the state or attending nonpublic schools, regardless of the severity of their disabilities, who are in need of special education and related services, will be identified, located and evaluated and a practical method shall be developed and implemented by the administration to determine which children with disabilities are currently receiving needed special education and related services.

Legal Reference: 92 NAC 51-006.01 through 006.01A2

4. Individualized Education Program (IEP)

An individualized education program, or an individualized family service plan, is to be developed, reviewed, and revised for each child with a disability in accordance with 92 NAC 51-007.

Legal Reference: 92 NAC 51-007

5. Least Restrictive Environment

To the maximum extent appropriate, children with disabilities, including children in public or private institutions or other care facilities, are to be educated with children who are not disabled, and special classes, separate schooling, or other removal of children with disabilities from the regular educational environment will occur only when the nature or severity of the disability of a child is such that education in regular classes with the use of supplementary aids and services cannot be achieved satisfactorily.

Legal Reference: 92 NAC 51-008.01 through 008.011

6. Procedural Safeguards

Children with disabilities and their parents shall be afforded the required procedural safeguards.

Legal Reference: 92 NAC 51-009.01 through 009.07; 009.10 through 009.12; 009.14, 006.07 and 016.01 through 016.07C

7. Evaluation and Identification Procedures

Children with disabilities shall be evaluated and identified in accordance with 92 NAC 51-006. The District will respond to a request for an Independent Educational Evaluation without unnecessary delay. Locations of any evaluator shall be within a reasonable distance of the District. A reasonable distance means within 100 miles of the school building the child attends and within Nebraska. In the event this geographic area restriction would prevent a parent from obtaining an Independent Educational Evaluation, the location of the evaluator may be outside the specified geographic area but must be within Nebraska. The District will provide the parent(s) with a list of qualified agencies/evaluators within the geographic area. The evaluators are to have their rates approved by the Nebraska Department of Education to be authorized to conduct the evaluation.

Legal Reference: 92 NAC 51-006

8. Confidentiality of Personally Identifiable Information

The confidentiality of student records and information shall be maintained in accordance with law.

Legal Reference: 92 NAC 51-003.16, 003.20, 009.03 through 009.03M3

9. Transition of Children from Part C to Preschool Programs

Children participating in early intervention programs under Part C of the IDEA (early intervention services) and who will participate in preschool programs assisted under Part B of the IDEA (services for school-aged children) shall experience a smooth and effective transition to those preschool programs in a manner consistent with 92 NAC 52-008. The District will participate in transition planning conferences arranged by the designated lead agency.

Legal Reference: 92 NAC 52-008

10. Children in Nonpublic Schools

To the extent consistent with the number and location of children with disabilities in the District who are enrolled by their parents in nonpublic elementary and secondary schools in the District, provision will be made for the participation of those children in the programs assisted or carried out under Part B of the IDEA (services for school-aged children) by providing them with special education and related services.

Legal Reference: 92 NAC 51-012.08 and 015

11. Personnel Standards and Personnel Development

Personnel providing special education or related services to children with disabilities shall be appropriately and adequately prepared and trained in accordance with IDEA requirements and the District will take measurable steps to recruit, hire, train and retain personnel meeting the requirements of IDEA to provide such services.

Legal Reference: 92 NAC 51-010

12. Participation in and Reporting of State and District Wide Assessments

All children with disabilities shall be included in all general state and district wide assessment programs, including assessments described under section 612(a)(16)(A) of the IDEA with appropriate accommodations and alternate assessments where necessary and as indicated in their respective individualized education programs. The District will make available to the Nebraska Department of Education the information necessary to carry out its duties relating to the reporting of children with disabilities participation in assessments.

Legal Reference: 92 NAC 51-004.05

13. Suspension and Expulsion Rates

The District will examine data, including data disaggregated by race and ethnicity, to determine if significant discrepancies are occurring in the rate of long-term suspensions and expulsions of children with disabilities.

Legal Reference: 92 NAC 51-004.06E

14. Access to Instructional Materials

As part of any print instructional materials adoption process, procurement contract, or other practice or instrument used for purchase of print instructional materials, the District will enter into a written contract with the publisher of the print instructional materials to:

1. Require the publisher to prepare and, on or before delivery of the print instructional materials, provide to the National Instructional Material Access Center, electronic files containing the contents of the print instructional materials using the National Instructional Materials Accessibility Standard, or
2. Purchase instructional materials from the publisher that are produced in, or may be rendered in specialized formats.

Legal Reference: 92 NAC 51-004.15

15. Over-Identification and Disproportionality

Procedures shall be in place to ensure that testing and evaluation materials and procedures utilized for the evaluation and placement of children with disabilities will be selected and administered so as not to be racially or culturally discriminatory. Such materials or procedures shall be provided and administered in the child's native language or mode of communication,

unless it is clearly not feasible to do so, and no single procedure shall be the sole criterion for determining an appropriate educational program for a child.

Legal Reference: 92 NAC 51-003.10; 006.02C

16. Prohibition on Mandatory Medication

Children shall not be required to obtain a prescription for a controlled substance as a condition of attending school, receiving an evaluation to determine whether a child has a disability or the nature and extent of special education and related services the child needs, or receiving special education services.

Legal Reference: 92 NAC 51-004.11D; 21 U.S.C. §812(c)

17. Transportation

Transportation will be provided for children with disabilities who are eligible for transportation and residents of the school district as required by law.

Legal Reference: 92 NAC 51-014.01 through 014.02

18. Surrogates

A surrogate will be appointed and other action taken to ensure the rights of children with a disability as required by law.

Legal Reference: 92 NAC 51-009.10

19. Early Intervention Services – Consent

When a parent refuses to provide consent under 92 NAC 52, a meeting will be held or offered to explain to the parents how their failure to consent affects the ability of their child to receive services under 92 NAC 52.

Legal Reference: 92 NAC 52

Legal Reference: 34 CFR Parts 300, 303 and 304
Neb. Rev. Stat. Sec. 79-1110 to 79-1167
92 NAC 51

Date of Adoption: [Insert Date]

**HASTINGS PUBLIC SCHOOLS
BOARD OF EDUCATION**

SUPERINTENDENT SUCCESSION PLAN, 2021-2022

Acting Superintendent

Periodically, when the Superintendent must be away from the District on a planned short-term basis, the Superintendent will designate an administrator from the District to represent him or her during the short-term absence. In this instance, no action by the Board of Education is necessary. The Superintendent's designee will be communicated to the members of the Board of Education and the Administrative Team.

However, when the Superintendent will be away from the District or unable to carry out his or her responsibilities for an extended or unplanned period of time (greater than 14 calendar days or as determined by the Board), and is expected to return to his or her duties within the contract year, the Board of Education will appoint an Acting Superintendent from the members of the Administrative Team. Should such an appointment take place, the Acting Superintendent will be expected to adjust the administrative responsibilities of the Administrative Team to allow the Acting Superintendent to serve in the capacity of the chief educational officer while continuing to carry out the functions of his or her prior assignment. In this instance, a replacement administrator for the Acting Superintendent will not be employed.

Interim Superintendent

The Board of Education will appoint an Interim Superintendent when a long-term vacancy in the Superintendentcy occurs at a time when it is not possible for the District to hire a Permanent Superintendent. In consultation with the Board, the Superintendent Succession Planning Committee will be responsible for locating a suitable Interim Superintendent. The Superintendent Succession Planning Committee will advertise and contact professional organizations, state institutions that offer Superintendent Certification Programs, and others to determine the availability of an Interim Superintendent. When necessary, the Superintendent Succession Planning Committee will paper screen, interview, and check the references of Interim Superintendent candidates to formulate a recommendation for the consideration of the full Board. In all cases, an Interim Superintendent position will require proper action by the Board of Education. An Interim Superintendent may be appointed from members of the Administrative Team. Should this occur, the Board would need to find an interim replacement for the Administrative Team Member elevated to the Interim Superintendentcy. Absent action by the Board, an Interim Superintendent will not be able to apply for a Permanent Superintendent position.

Permanent Superintendent

When a vacancy in the Superintendency is planned, the Superintendent Succession Planning Committee will, in a timely fashion, request proposals from administrative search firms to be approved for use by the Board as determined by the Board. The selected search firm may be asked to carry out some if not all of the following tasks:

- Create a profile using the input of the Board to determine the knowledge, skills, and/or dispositions of a candidate capable of excelling as a Superintendent of the District;
- Advertise broadly;
- Conduct a paper screening and, as appropriate, a reference review to provide the Board with the most qualified applications for the Superintendent Succession Planning Committee to consider.

The Superintendent Succession Planning Committee will determine “finalists.” Once finalists are selected the following Interview Committees will be established by the Superintendent under the direction of the Superintendent Succession Planning Committee:

- Classified Staff: representing the major departments of maintenance, custodial, transportation, clerical, instructional support and other departments deemed appropriate.
- Certificated Staff: representing each elementary and secondary staff on an equal basis.
- Patron: made up of individuals willing to serve from a list of community members generated by Board Members.
- Administrative Staff: made up by Directors and Principals.
- Board of Education.

In addition to interviews with the above committees, the Board President will establish a tour of the District with an individual or individuals designated by the Board President.

The President of the Board of Education will serve as the spokesperson for the District during the selection process and when announcing a new Superintendent.

PERSONNEL

Certificated Staff Resignation(s) – Jolene Hinrichs

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

Jolene Hinrichs resigned from Grade 03 Teacher position at Watson effective the end of the 2020-2021 school year. Resignation received after March 31 and contingent on finding a suitable replacement.

Certificated Staff Appointments – Sarah Hartmann, Katie Mogilefsky, Emily Thomas

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

Sarah Hartmann to Grade 04 Teacher position at Lincoln to replace Skye Butterfield who resigned. Ms. Hartmann will be placed at MA-11 according to the 2021-2022 certificated salary schedule. Information about Ms. Hartmann is attached.

Katie Mogilefsky to Grade 03 Teacher position at Watson to replace Jolene Hinrichs who resigned. Ms. Mogilefsky will be placed at MA-5 according to the 2021-2022 certificated salary schedule. Information about Ms. Mogilefsky is attached.

Emily Thomas to English Teacher position at Senior High to replace Megan Ruby who resigned. Ms. Thomas will be placed at BA09-1 according to the 2021-2022 certificated salary schedule. Information about Ms. Thomas is attached.

Certificated Staff Transfers – Amy Sloan

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

Amy Sloan from part-time (0.5411 FTE) Instructional Facilitator to 1.0 FTE instructional facilitator to fill the other part of her position that went unfilled in 2020-2021. Ms. Sloan's wage and benefits will be adjusted for the appropriate FTE according to the 2021-2022 certificated salary schedule.

Extra Standard Resignations – Mike Trindle

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

Mike Trindle from Weight Training (1/2 split) position at Middle School effective the end of the 2020-2021 school year.

Extra Standard Transfer – Dan Lowther

The administration recommends the following Extra Standard transfer(s):

Dan Lowther from Weight Training (1/2 split) position at Middle School to Weight Training (full stipend) to replace Mike Trindle who resigned. Ms. Lowther will receive the full stipend and remain at Category A, Level 4 according to the 2021-2022 extra standard salary schedule.

Extra Standard Appointment(s) – Mark Gueswell, Christopher Hollister, Keeshaun Hunt, Alaethea Remmers, Colin Sandall, Kobey Simons, Doug Synek

The administration recommends the following Extra Standard appointment(s):

Mark Gueswell to Assistant Boys Tennis position at Senior High to replace Suzanne Anstine who retired in 2020. Mr. Gueswell will be paid the SH Assistant Tennis stipend of \$1,780.00 at Category I, Level 1 according to the 2021-2022 extra standard salary schedule. Information about Mr. Gueswell is attached.

Christopher Hollister to Assistant Boys Basketball (1/2 split) position at Senior High to replace Garth Walbridge who resigned. Mr. Hollister will be paid (1/2 split) the SH Assistant Boys Basketball stipend of \$1,958.00 at Category III, Level 2, with adjustment for prior District experience, according to the 2021-2022 extra standard salary schedule.

Keeshaun Hunt to Assistant Football position at Senior High to replace Andrew McCarty who resigned. Mr. Hunt will be paid the SH Assistant Football stipend of \$3,204.00 at Category III, Level 1 according to the 2021-2022 extra standard salary schedule.

Alaethea Remmers to Cheer Coach position at Senior High to replace Ashley Caudill who resigned. Ms. Remmers will be paid the SH Cheer Squad stipend of \$3,204.00 at Category II, Level 2, with adjustment for prior District experience, according to the 2021-2022 extra standard salary schedule.

Colin Sandall to Vocal Music at Middle School to replace Victoria Glandon who resigned. Mr. Sandall will be paid the MS Vocal Music stipend of \$1,780.00 at Category I, Level 1 according to the 2021-2022 extra standard salary schedule.

Kobey Simons to Assistant Boys Basketball position at Senior High to replace Charles Ferguson who resigned. Mr. Simons will be paid the SH Assistant Boys Basketball stipend of \$3,204.00 at Category III, Level 1 according to the 2021-2022 extra standard salary schedule.

Doug Synek to Assistant Boys Basketball (1/2 split) position at Senior High to replace Garth Walbridge who resigned. Mr. Synek will be paid (1/2 split) the SH Assistant Boys Basketball stipend of \$1,602.00 at Category III, Level 1 according to the 2021-2022 extra standard salary schedule.

Classified Staff Releases/Resignations/Retirements – Sheryl Auten, Charlotte Barrientez, Marilyn Evans, Jill Kleier, Benjamin Larson, Rebecca Niles, Cassie Todd

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

Sheryl Auten resigned from Library Paraeducator position at Watson effective the end of the 2020-2021 school year.

Charlotte Barrientez resigned from School Nurse/RN position effective the end of the 2020-2021 school year.

Marilyn Evans retired from District Bus Monitor position effective the end of 2020-2021 school year.

Jill Kleier resigned from District Human Resources Secretary position effective May 21, 2021.

Benjamin Larson resigned from Special Education Skills 3 Paraeducator position at Senior High effective the end of the 2020-2021 school year.

Rebecca Niles resigned from Special Education Skills 2 Paraeducator position at Middle School effective the end of the 2020-2021 school year.

Cassie Todd resigned from Special Education Skills 2 Paraeducator position at Watson effective the end of the 2020-2021 school year.

Classified Staff Transfers – Amy Hamburger, Haley Tryon

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

Amy Hamburger from Special Education Skills 3 Paraeducator to Technology Paraeducator at Watson to replace Taren Baxter who resigned. Ms. Hamburger's wage will be reduced, due to the new assignment, according to the 2021-2022 classified salary schedule.

Haley Tryon from Special Education Skills 3 Paraeducator at Hawthorne to Special Education Skills 2 Paraeducator at Watson to replace Cassie Todd who resigned. Ms. Tryon's wage will remain the same according to the 2021-2022 classified salary schedule.

Classified Staff Appointments – Alicia Mick

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

Alicia Mick to Library Paraeducator position at Alcott to replace Ashley Pedersen who resigned. Ms. Mick will be paid the starting wage for paraeducator, with adjustment for education and experience, according to the 2021-2022 classified salary schedule.

NEW CERTIFICATED STAFF APPOINTMENT FOR 2021-2022

Sarah Hartmann

Grade 04 Teacher
Lincoln

EXPERIENCE:

St. Mary's Elementary – O'Neill, NE
4th Grade Teacher
K-8 Resource & Title I Teacher
2018 – current

West Homer Elementary – Homer, AK
3rd Grade Teacher
2015 – 2018

St. Joseph's Elementary – Beatrice, NE
4th Grade Teacher
2011 – 2015

Bering Strait School District – Savoonga, AK
Primary Classroom Teacher (Grade 1, 2, 3)
2009 – 2011

EDUCATION:

MA, Curriculum & Instruction – 2013
Reading Specialist

BA, Elementary/Special Education - 2009
Concordia University – Portland, OR

Diploma
St. Mary's High School – O'Neill, NE

SALARY: MA - 11 \$58,028.00

NEW CERTIFICATED STAFF APPOINTMENT FOR 2021-2022

Katelyn Mogilefsky

Grade 03 Teacher
Watson

EXPERIENCE:

Grand Island Public Schools – Grand Island, NE
3rd Grade Teacher
2017 – current

EDUCATION:

Master of Teaching, Elementary Education – 2017
Bachelor of Arts, Psychology & Health Systems
Hastings College – Hastings, NE

Diploma
Notre Dame High School – Riverside, CA

SALARY: MA - 5 \$48,416.00

NEW CERTIFICATED STAFF APPOINTMENT FOR 2021-2022

Emily Thomas

English Teacher
Senior High

EXPERIENCE:

First Teaching Experience

EDUCATION:

Transition to Teaching Certification – anticipated 2022

Bachelor of Arts – 2016
Major: English, Minor: Spanish
University of Nebraska – Kearney, NE

Diploma
Lincoln Southwest High School – Lincoln, NE

SALARY: BA09-1 \$37,202.00

NEW CLASSIFIED STAFF APPOINTMENT FOR 2021-2022

Alicia Mick

Library Paraeducator
Alcott

EXPERIENCE:

Stay at home parent
2011 – current

EDUCATION:

Medical Claims and Billing Certificate
US Career Institute – Fort Collins, CO

GED
Homeschooled - Hastings, NE

SALARY: \$10.50 / hr