



**HASTINGS
PUBLIC SCHOOLS**
Assuring the essential.
Expanding the possible.

Work Session

Thursday, October 7, 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. Appoint Board Negotiations Committee - Jim Boeve -
6. Board self-assessment - Jim Boeve -
7. Approve the HEA as the exclusive bargaining agent for the 2023-2024 school year - Jeff Schneider -
8. Information on "Spotlight on Learning" - Jeff Schneider -
9. 2020-2021 Financial Summary - Jeff Schneider -
10. Update on girls wrestling survey - Jeff Schneider -
11. Update on Return to Learn plan - Jeff Schneider -

12. Approve change to school calendar - Jeff Schneider -

13. Morton furniture purchase update - Trent Kelly & David Essink -

14. Reaffirm Multicultural Education Policy 604.04 - Lawrence Tunks -

15. Approve Purchase of Chromebooks - Trent Kelly -

16. Approve purchase of buses - Trent Kelly -

17. Approve Morton Change Orders #10, #11, #12 - Trent Kelly -

18. *Consent Agenda - David Essink -

19. Reminders - Jim Boeve -

20. 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.

HASTINGS PUBLIC SCHOOLS BOARD SELF-ASSESSMENT

DIRECTIONS: To complete this self-assessment form, each Board Member first scores each of the Indicators under a Dimension. Once the Indicators have been scored, each Board Member is to use the Indicator scores to assign a score to the Dimension. The Dimension score need not represent an average of the Indicator scores as much as it represents the judgment of the Board Member of the entire Board's performance in the Dimension area. Whether scoring Indicators or Dimensions, each Board Member is to use the following scale:

Always	4
Usually	3
Occasionally	2
Seldom or Never	1
Unsure	0

Upon completion of this self-assessment, each Board Member will submit his/her completed self-assessment to the President of the Board of Education. The President or his/her designee will complete a summary that represents the average Indicator and Dimension scores of all Board Members completing the Board Self-Assessment. The President or his/her designee will include in the summary all comments made by Board of Education Members.

BOARD QUALITIES

Dimension Score: _____

Indicator Scores

- _____ The Board displays a sincere and unselfish interest in public education, which develops and contributes to the growth of students.
- _____ The Board possesses an understanding of the educational needs of the community.
- _____ The Board weighs all decisions in terms of what is best for the students of the school system.
- _____ The Board is visible in the community.
- _____ The Board is independent and open-minded and respects the decisions of individual Board members and administrators.
- _____ The Board strives to improve board skills.
- _____ The Board keeps abreast of educational issues by attending education workshops and conferences at the local and state level.

Comments:

BOARD MEETINGS

Dimension Score: _____

Indicator Scores

- _____ The Board conducts all Board meetings in a business-like manner, following accepted parliamentary procedures and rules.
- _____ The Board devotes time to matters pertaining to policy, planning and evaluation and refrains from discussion pertaining to administrative matters.
- _____ The Board conducts all meetings in accordance with the Open Meetings Law and provides an opportunity for the public to address the Board.
- _____ The Board has procedures as agreed upon between the Board and the Superintendent for developing the agenda and the distribution of materials to Board members in advance of meetings.
- _____ All Board members make a sincere effort to be informed on all agenda items prior to Board meetings.
- _____ All Board members treat its own members, the staff and the public with respect during meetings.

Comments:

BOARD/SUPERINTENDENT RELATIONS

Dimension Score: _____

Indicator Scores

- _____ The Board establishes the conditions of the superintendent's employment and regularly provides fair and honest performance evaluations based upon agreed criteria.
- _____ The Board recognizes the superintendent as the chief executive officer and seeks his/her recommendations on all pertinent matters.
- _____ The Board doesn't infringe on the superintendent's area of administration and follows procedures as agreed upon by the Board and superintendent in communicating with staff.
- _____ The Board refrains from public criticism of the superintendent/staff.
- _____ The Board encourages the superintendent to participate in professional associations and activities.

Comments:

POLICY AND PLANNING

Dimension Score: _____

Indicator Scores

- _____ The Board understands their role as a policy-making body.
- _____ The Board develops sound written policies to support the District's Vision and Mission, and maintains a manual that is reviewed and revised regularly.
- _____ The Board ensures that a District long-range plan is established and reviewed and revised annually.

Comments:

FINANCIAL MANAGEMENT

Dimension Score: _____

Indicator Scores

- _____ The Board understands the basic principles of school finance, including state, federal, and local sources of revenue.
- _____ The Board adopts a process and timeline for the preparation of the budget.
- _____ The Board ensures that the budget reflects the District's goals and priorities.
- _____ The Board monitors the financial status of the school district.

Comments:

BOARD/COMMUNITY RELATIONS

Dimension Score: _____

Indicator Scores

- _____ The Board refrains from committing to a position on an issue before all relevant facts are presented.
- _____ The Board provides, through policy, a procedure by which the Board deals with complaints from the public.
- _____ The Board advocates District positions on educational issues with legislators and other political leaders.
- _____ The Board has an established procedure for disseminating information on crisis situations and controversial issues.

Comments

Strengths of the Board (A score of 3.6 or above)

Areas of Improvement for the Board (A score below 3.0)

Name of Board Member Completing Board Self-Assessment: _____

October 1, 2021

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

Dear President Boeve:

The Hastings Education Association requests that the school board of the Hastings Public Schools take action to recognize Hastings Education Association as exclusive bargaining agent for the district's non-supervisory certificated staff for the 2023-2024 contract year.

Thank you for your time and consideration.

Sincerely,

A handwritten signature in black ink, appearing to read "Deb Lyons". The signature is written in a cursive style with a large, looped initial "D".

Deb Lyons, President
Hastings Education Association

Summary of HPS Funds 2020-2021

General Fund

Purpose: The main fund for all day-to-day procedures

Funding Source: Local, State, & Federal funding

Balance on 8-31-20: \$5,808,861

Balance on 8-31-21: \$7,326,096

Bond Fund

Purpose: To pay debt payments on HMS & Elementary Bonds

Funding Source: .20-cent levy

Balance on 8-31-20: \$3,924,026

Balance on 8-31-21: \$4,466,762

Qualified Capital Fund

Purpose: To pay for the Senior High Project

Funding Source: 2.2 cent levy

Balance on 8-31-20: \$2,576,336

Balance on 8-31-21: \$2,549,173

Lunch Fund

Purpose: Food Service

Funding Source: Meal payments & Federal Reimbursements

Balance on 8-31-20: \$279,418

Balance on 8-31-21: \$279,815

Buildings Fund

Purpose: Facilities

Funding Source: None (traded this for HMS bonds)

Note: Several schools levy for this fund but you must do so under the 1.05 lid

Balance on 8-31-20: \$9741

Balance on 8-31-21: \$290,692 (sale of land)

Depreciation

Purpose: To replace depreciable items

Funding Source: none (transfer from General Fund when able)

Balance on 8-31-20: \$577,804

Balance on 8-31-21: \$858,619

Employee Benefit Fund

Purpose: Early Retirement (paid in full), unemployment

Funding Source: none (traded this levy for Elem. Bonds)

Balance on 8-31-20: \$217,639

Balance on 8-31-21: \$215,765

Activities

Purpose: Student Activities

Funding Source: fees, ticket sales, fundraising, general fund subsidy

Balance on 8-31-20: \$234,466

Balance on 8-31-21: \$401,105

Construction Fund

Purpose: To pay for the Morton Project

Funding Source: bond proceeds

Balance on 8-31-20: \$6,072,534

Balance on 8-31-21: \$3,861,654

Cooperative Fund

Funding Source: Interlocal agreement with AC

Balance on 8-31-20: \$1,490,583

Balance on 8-31-21: \$1,779,117

HPS Girls Wrestling Survey

- Survey sent to all 6th – 11th grade girls
- 36 – I don't have any interest in girls wrestling
- 35 – I would like to know more about girls wrestling if the opportunity was available
- 25 – I would like to wrestle on a girls team if the opportunity was available

Given this information we will investigate possible options and report back to the board.

Building	Sept. 20	Sept. 21	Sept. 22	Sept. 23	Sept. 27	28-Sep	Sept. 29	Sept. 30	Oct. 1		12%
Alcott	13	12	8	11	10	15	10	11	11		29
Hawthorne	21	17	16	16	21	20	13	17	27		41
Lincoln	8	7	8	7	16	21	10	11	12		36
Longfellow	22	19	17	9	19	25	20	16	11		38
Watson	16	12	12	9	10	10	17	16	13		42
HMS	49	37	29	38	41	37	43	36	42		92
SH	58	61	50	49	52	48	45	44	44		130

Substitute Teachers

Week of Sept. 27th - Oct. 1st

Avg. of 39 vacancies per day (some do not require subs)

- 5 Activity
- 4 Professional
- 1 Bereavement
- 1 Military
- 4 Personal Leave
- 24 Sick leave

Avg. Unfilled per day: 4

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

Computer Hardware, Inc.

1001 W. 2nd St
Hastings, NE 68901

QUOTE

H33165

10/04/21

PAGE: 001

SALESPERSON CRISTIAN A PEREZ	PURCHASE ORDER#	REFERENCE#	SHIPPER:
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BILLED TO: HASTINGS PUBLIC SCHOOL 1924 WEST A ST HASTINGS, NE 68901	SHIPPED TO: HASTINGS PUBLIC SCHOOL 1924 WEST A ST HASTINGS, NE 68901
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ITEM NUMBER	ITEM DESCRIPTION	QTY	PRICE	EXTENDED PRICE
001 82CD000VUS	LENOVO 100E AMD 1.6GHZ 4GB 32GB 11.6IN	1500	\$255.00	\$382,500.00

Quote Good Up Through: 10/18/21

SUBTOTAL:	\$382,500.00
SHIPPING:	\$0.00
HANDLING:	\$0.00
OTHER CHARGES:	\$0.00
TAX:	\$0.00
TOTAL:	<u>\$382,500.00</u>

Bus Bids

Quantity	Type	Price Per Unit	Total
3	2022 Model 46 Blue Bird All-American Rear Engine	\$173,295	\$519,885
1	2023 Thomas HDX (W/Wheelchair lift)	\$169,350	
2	2023 Thomas HDX 46 Passenger	\$168,750	
	Total Thomas Bid		\$506,850

HPS Administration recommends purchasing the three Thomas buses for \$506,850. This purchase will be funded by ESSER funds.



Carmichael Construction L.L.C.
 1012 West 18th Street
 P.O. Box 64
 Hastings, Nebraska 68902-0064
 Phone: (402) 463-1353 • Fax (402) 463-4057

CHANGE ORDER

TO: CMBA- MATT BENNETT

Phone	Date 8-10-21
Job Name/Location MORTON SCHOOL	
Job Number	Job Phone
Existing Contract No.	Date of Existing Contract

Change order per PR 10

- Carmichael Construction - \$600.00
- Apollo Steel - \$650.00

Total with Profit, overhead and bond ADD \$1,459.00

- Note: Only the items listed above are included in this change order

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

DATE 8/10/21		
AUTHORIZED SIGNATURE (CONTRACTOR) Brad Hamburger	CHANGE ORDER	\$1,459.00

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: _____
 (OWNER)



Carmichael Construction L.L.C.
 1012 West 18th Street
 P.O. Box 64
 Hastings, Nebraska 68902-0064
 Phone: (402) 463-1353 • Fax (402) 463-4057

CHANGE ORDER

TO: CMBA- MATT BENNETT

Phone	Date 8-10-21
Job Name/Location MORTON SCHOOL	
Job Number	Job Phone
Existing Contract No.	Date of Existing Contract

Change order per PR 11

- Carmichael Construction - \$220.00
- Summit Masonry - \$879.00
- Essink Bros - \$270.00

Total with Profit, overhead and bond ADD \$1,598.00

- Note: Only the items listed above are included in this change order

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

DATE 8/10/21		
AUTHORIZED SIGNATURE (CONTRACTOR) Brad Hamburger	CHANGE ORDER	\$1,598.00

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: _____
(OWNER)



Carmichael Construction L.L.C.
 1012 West 18th Street
 P.O. Box 64
 Hastings, Nebraska 68902-0064
 Phone: (402) 463-1353 • Fax (402) 463-4057

CHANGE ORDER

TO: CMBA- MATT BENNETT

Phone	Date 9-22-21
Job Name/Location MORTON SCHOOL	
Job Number	Job Phone
Existing Contract No.	Date of Existing Contract

Change order per PR 12

- Carmichael Construction - \$800.00

Total with Profit, overhead and bond ADD \$934.00

- Note: Only the items listed above are included in this change order

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

DATE 9/22/21		
AUTHORIZED SIGNATURE (CONTRACTOR) Brad Hamburger	CHANGE ORDER	\$934.00

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: _____

(OWNER)

PERSONNEL

Administrative Staff Resignation - Jason Cafferty

The administration recommends the following Administrative resignation:

Jason Cafferty resigning his Elementary Principal position effective at the end of the 2021-2022 school year.

Administrative Staff Appointment - David Barrett

The administration recommends the following Administrative appointment:

David Barrett to Interim Elementary Principal position at Watson Elementary for the remainder of the 2021-2022 school year.

Certificated Staff Resignation - Eric Garchow

The administration recommends the following Certificated resignation:

Eric Garchow resigning from his Foreign Language (German) Teacher position at Senior High effective at the end of the 2021-2022 school year.

Extra Standard Appointments – Anthony Julian, Michael Miller, Christian Yost.

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

Anthony Julian to Middle School Assistant Boys Basketball position to replace Nick Drake who resigned. Mr. Julian will be paid the MS Assistant Boys Basketball stipend of \$1780.00 at Category I, Level 1, according to the 2021-2022 extra standard salary schedule.

Michael Miller to Middle School Assistant Track position to replace Allison Kasperek who resigned. Mr. Miller will be paid the MS Assistant Track stipend of \$1780.00 at Category I, Level 1, according to the 2021-2022 extra standard salary schedule.

Christian Yost to Senior High Assistant Vocal Music position to replace Tori Klaus who resigned. Mr. Yost will be paid the Senior High Assistant Vocal Music stipend of \$1,780.00 at Category A, Level 2, according to the 2021-2022 extra standard salary schedule.

Classified Staff Releases/Resignations/Retirements – Tabettha Bradford, Abigail Hoins, William King, Sarah Roberts

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

Tabetha Bradford released from SPED Skills 3 Para position at High School effective immediately.

Abigail Hoins resigned from SPED ED Para position at Middle School effective immediately.

William King released from Night Custodian position at Middle School/Watson effective immediately.

Sarah Roberts resigned from SPED Skills 3 Para position at Hawthorne effective October 1, 2021.

Classified Staff Transfer(s) – Bethany Lacy

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

Bethany Lacy from SEBL Paraeducator position to SPED Skills 3 Paraeducator position at Watson to replace Amy Hamburger who transferred positions. Ms. Lacy's wage will be adjusted for the new assignment, according to the 2021-2022 classified salary schedule..

Classified Staff Appointments – Tabitha Fox, Arielle Kimminau, Kimberly Mendoza-Zamora, Jenny Murman

The administration recommends the following Classified appointment(s):

Tabitha Fox to School Nurse/RN position to replace an employee who is on a long term leave.. Ms. Fox will be paid the starting wage for School Nurse/RN according to the 2021-2022 classified nurse salary schedule, with adjustment for education and/or prior experience. Information about Ms. Fox is attached.

Arielle Kimminau to SEBL Paraeducator position at Watson to replace Bethany Lacy who transferred positions. Ms. Kimminau will be paid the starting wage for SEBL Paraeducator according to the 2021-2022 classified salary schedule, with adjustment for education and/or prior experience. Information about Ms. Kimminau is attached.

Kimberly Mendoza-Zamora to EL Paraeducator position at Longfellow to replace Rose Koehler who transferred positions. Ms. Mendoza-Zamora will be paid the starting wage for EL Paraeducator according to the 2021-2022 classified salary schedule, with adjustment for education and/or prior experience. Information about Ms. Mendoza-Zamora is attached.

Jenny Murman to Skills 3 Paraeducator position at Hawthorne to replace Sarah Roberts who resigned. Ms. Murman will be paid the starting wage for Skills 3 Paraeducator according to the 2021-2022 classified salary schedule, with adjustment for education and/or prior experience. Information about Ms. Murman is attached.