



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

## **Work Session**

Thursday, December 8, 2022 @ 6:00 PM Central  
Board Room at HPS District Offices, 1515 W 8th St, Hastings, NE 68901

1. Roll Call -
2. Announcement - Jim Boeve -
3. Welcome to HEA reps and guests - Jim Boeve -
4. Review Board Norms/Goal - Jim Boeve -
5. Orchestra Performance - Jeff Schneider -
6. Reminder to declare if running for President or Vice-President - Jim Boeve -
7. Reminder of Audit report - Jeff Schneider -
8. Information on "Spotlight on Learning" - Jeff Schneider -
9. Return to Learn Plan update - Jeff Schneider -
10. Committee on American Civics Update - Lawrence Tunks -
11. Update on Safe2Help hotline - Trent Kelly & Tom Szlanda -

12. \*Update policy 203.01 regarding the Board of Education reorganization meeting - Jeff Schneider -

13. \*Approve a bid for the sale of the property at 1924 West A Street - Jeff Schneider & Trent Kelly -

14. \*Approve Hastings College Internship - Jeff Schneider -

15. \*Approve Classified Handbook Appendix A Revision - Jeff Schneider & Dr. Tom Szlanda -

16. \*Consent Agenda - Dr. Thomas Szlanda -

17. Reminders - Jim Boeve -

18. Executive Session - Jim Boeve -

19. The Board of Education returned to Open Session - 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 Safe Return to Learn Plan

The Hastings Public Schools will ensure continuity of services, including but not limited to services to address student's academic needs and students' and staff social emotional, mental health, and other needs, which may include student health and food services.

HPS was able to accomplish this in the 2020-21 school year by using a variety of strategies, many of which are listed below. Counselors, Teachers, School Administrators, and School Psychologist were instrumental in the mental health accommodations for both students and staff members. Some of the other strategies/procedures were:

1. Face Coverings:
  - A. Required for students and staff in 20-21 until May 16<sup>th</sup>
  - B. Recommended in all HPS buildings since 5-16-21
  - C. Required for pre-k to 6<sup>th</sup> grade students beginning August 23<sup>rd</sup>
  - D. Required for 7-12 starting September 2, 2021
  - E. Based on attendance levels as approved at 2021 September Board Meeting.
  
2. Social Distancing:
  - A. Used alternate lunch procedures and spaces to allow as much as possible.
  - B. Attempted to use outdoor classrooms as much as possible
  
3. Hand washing and respiratory etiquette.
  - A. Scheduled extra time for hand washing and sanitizing.
  - B. Made hand sanitizer available in almost every room in the district
  
4. Cleaning and maintaining healthy facilities.
  - A. Altered cleaning routines to schedule more time to clean surfaces more often such as door handles, desks, etc
  - B. Using enhanced HVAC products to improve the air quality.
  
5. Contact tracing in combination with isolation and quarantine.

HPS will continue to work with local health officials in determining the need for isolation and quarantine for both students and staff members.
  
6. Diagnostic and screening testing.
  - A. HPS will continue to ask parents to screen students at home prior to bringing them to school.
  - B. HPS will continue to ask staff members to self-screen before reporting for duty.

7. Efforts to Provide Vaccinations to school community  
HPS already has and will continue to offer our facilities to be used as vaccination sites for students with parental consent as well as for staff members.
8. Appropriate accommodations for children with disabilities with respect to health/safety policies  
Each student with a disability will have accommodations to meet their health and safety needs.
9. Coordination with State and local health officials.  
HPS will continue to meet with and coordinate with State and local health officials and will be prepared to change operating procedures should the need arise. We will also continue to monitor the guidance given by the CDC.

#### “Ensuring Continuity of Services”

Hastings Public Schools will continue to ensure continuity of services, including but not limited to services to address students’ academic needs and students’ and staff’s social, emotional, mental health, and other needs, which may include student health and food services.

#### “Public Comment Requirements”

Hastings Public Schools sought public comment/feedback during multiple board meetings during the 20-21 & 21-22 school years as well as via phone calls and emails to the Administration. There will be continued opportunities for public feedback during the 22-23 school year as well (the district shall seek public comment for each six-month revision or revisions due to significant changes to CDC guidance). Anyone wishing to provide immediate feedback can do so by contacting Jeff Schneider, Superintendent, at 402-461-7511 or at [jeff.schneider@hpstigers.org](mailto:jeff.schneider@hpstigers.org).

## **BOARD ORGANIZATIONAL MEETING**

An annual organizational meeting of the Board shall be held **prior to the third Monday in January each year.**

At the annual meeting following the fall election of Board members, new Board members shall take the oath of office and will immediately assume their duties. New members unable to attend the annual meeting shall take the oath of office and immediately assume their duties at the next meeting of the Board they are in attendance.

At the annual organization meeting of the Board of Education, the President and the Vice-President of the Board shall be elected by secret ballot from the membership of the Board. To be elected, a candidate must receive five (5) affirmative votes.

To prepare for this election, the President of the Board may issue, at the November Work Session of the Board, written Notification of Intent to Continue should he or she be eligible to serve as a Board Member following reorganization and wish to continue as the President of the Board. Such submission will serve as a nomination for the position. At this same Board Meeting, the Vice-President of the Board may issue written Notification of Intent to Continue should he or she be eligible to serve as a Board Member following reorganization and wish to continue as Vice-President of the Board. Such submission will also serve as a nomination for the position. All other eligible members of the Board may provide written Notification of Candidacy for the position of President or Vice-President at the December Work Session of the Board of Education. Such submission will serve as a nomination for the position. Such procedure, however, will not prevent a Board Member from verbally nominating a President or Vice-President candidate when the corresponding nominations are called for at the Annual Meeting. If no member of the Board provides a Notification of Intent to Continue or of Candidacy, the Board must rely on verbal nominations provided at the Annual Meeting to fill the Office of the President and the Office of the Vice-President.

The Superintendent shall assume the chairmanship of the annual meeting for the purpose of electing a Board President. While the ballots for President and Vice-President shall be cast in secret, the acting secretary shall record the vote total for each candidate.

Also, at each annual meeting, the Board shall appoint a Secretary/Treasurer. The Secretary/Treasurer will be recommended by the Superintendent and may be appointed from employees or from Board members.

In addition, the President of the Board, in consultation with the Board, shall appoint members to the Americanism Committee.

At each annual meeting, the Board also shall:

- appoint any additional officers and advisors;
- designate depositories for school funds;
- designate an official newspaper;
- consider required investment/borrowing resolutions; and
- take any other proper action required to reorganize the Board.

Legal Reference:           Neb. Statute 79-724  
  84-712  
  84-1413

Cross Reference:           201.01 Powers and Responsibilities of the Board  
  201.02 Board Membership – Elections, Appointments,  
  and Vacancies

Approved 06-17-02  
Reviewed 01/18/10; 02/15/10; 07/25/13; 8/15/16; 9/19/16; 12/08/22  
Revised 08/19/13; 9/19/16; 12/12/22

HASTINGS PUBLIC SCHOOLS

**Administrative Resignation/Release/Retire(s)**

<b><u>Name</u></b>	<b><u>Assignment/Building</u></b>	<b><u>FTE</u></b>	<b><u>Effective</u></b>	<b><u>Replaces/Reason</u></b>
No Resignation/Release/Retire				

**Administrative Transfer(s)**

<b><u>Name</u></b>	<b><u>Former Assignment/Building</u></b>	<b><u>New Assignment/Building</u></b>	<b><u>Effective</u></b>	<b><u>Replaces/Reason</u></b>
No Transfers				

**Administrative New Hire(s)**

<b><u>Name</u></b>	<b><u>Assignment/FTE/Building</u></b>	<b><u>Effective</u></b>	<b><u>Degree/Level</u></b>	<b><u>College/University</u></b>	<b><u>Replaces/Reason</u></b>
No New Hires					

**Certificated Resignation/Release(s)**

<b><u>Name</u></b>	<b><u>Assignment/Building</u></b>	<b><u>FTE</u></b>	<b><u>Effective</u></b>	<b><u>Replaces/Reason</u></b>
William "Erin" Beave	Instrumental Music/High School	1.00	5/19/23	Retire
Cathy Breinig	Preschool/Morton	1.00	5/19/23	Retire
Naomy Gomez	Grade 3/Lincoln	1.00	5/19/23	Resign
Nancy Oerter	Library-Media Specialist/Alcott/Hawthorne/Lincoln	1.00	5/19/23	Retiere

**Certificated Transfer(s)**

<b><u>Name</u></b>	<b><u>Former Assignment/Building</u></b>	<b><u>New Assignment/Building</u></b>	<b><u>Effective</u></b>	<b><u>Replaces/Reason</u></b>
No Transfers				

**Certificated New Hire(s)**

<b><u>Name</u></b>	<b><u>Assignment/FTE/Building</u></b>	<b><u>Effective</u></b>	<b><u>Degree/Level</u></b>	<b><u>College/University</u></b>	<b><u>Replaces/Reason</u></b>
No New Hires					

**Extra Standard Resignation/Release(s)**

<b><u>Name</u></b>	<b><u>Assignment/Building</u></b>	<b><u>Effective</u></b>	<b><u>Replaces/Reason</u></b>
No Resignation/Release(s)			

**Extra Standard Transfer(s)**

<b><u>Name</u></b>	<b><u>Former Assignment/Building</u></b>	<b><u>New Assignment/Building</u></b>	<b><u>Effective</u></b>	<b><u>Replaces/Reason</u></b>
No Transfers				

**Extra Standard New Hire(s)**

<b><u>Name</u></b>	<b><u>Assignment/Building</u></b>	<b><u>Level</u></b>	<b><u>Effective</u></b>	<b><u>Replaces/Reason</u></b>
No New Hires				

**Classified Resignation/Release(s)**

<b><u>Name</u></b>	<b><u>Assignment/Building</u></b>	<b><u>FTE</u></b>	<b><u>Effective</u></b>	<b><u>Replaces/Reason</u></b>
Kenneth Barrera	Payroll Secretary/Administration	1.0	12/31/2022	Resign
Judith Martin	CNA/Districtwide	1.0	12/21/2022	Resign
Lauren Rickard	Library Paraeducator/Hawthorne	1.0	11/30/2022	Resign
Heidi Smith	Head Administrative Assistant/Senior High	1.0	12/16/2022	Resign

**Classified Transfer(s)**

<b><u>Name</u></b>	<b><u>Former Assignment/Building</u></b>	<b><u>New Assignment/Building</u></b>	<b><u>FTE</u></b>	<b><u>Effective</u></b>	<b><u>Replaces/Reason</u></b>
Cheryl Gentert	SPED Paraeducator/Alcott	Library Paraeducator/Hawthorne	1.0	TBD	Lauren Rickard

**Classified New Hire(s)**

<b><u>Name</u></b>	<b><u>Assignment/Building</u></b>	<b><u>FTE</u></b>	<b><u>Effective</u></b>	<b><u>Replaces/Reason</u></b>
Katina Clark	Intervention Paraeducator/High School	1.0	TBD	Tawaii Wiggins
Hershel Frase Jr.	Night Custodian/High School	1.0	TBD	Douglas Kennedy
Tynisa Hester	ISS Paraeducator/High School	1.0	TBD	Marilee Jirkovsky
Alicia O'Flannagan	SPED Paraeducator/Longfellow	1.0	TBD	Karen Edmisten
Michael Pritchard	Night Custodian/Hawthorne	0.5	11/28/2022	Eagle Cleaning
Mikayla Schultz	School-Community Liaison/Districtwide	1.0	TBD	Amy Swayze
Douglass Walter	Bus Driver/Transportation	1.0	TBD	James Canaday