



**HASTINGS
PUBLIC SCHOOLS**

Assuring the essential.
Expanding the possible.

Regular Board Meeting

Monday, August 19, 2024 @ 6:30 PM Central

Board Room at HPS District Offices, 1515 W 8th St, Hastings, NE 68901

1. CALL TO ORDER - Becky Sullivan -

2. Roll Call -

3. Pledge Allegiance to the Flag -

4. ANNOUNCEMENT - Becky Sullivan -

5. Hold Hearing on Parental Involvement Policy - Lawrence Tunks -

6. RECURRENT - Becky Sullivan -

6.1. Minutes of Previous Meeting(s) -

6.2. Payment of Expenditures -

7. RECEIVE CORRESPONDENCE - Becky Sullivan -

8. SUPERINTENDENT'S REPORT - Jeff Schneider -

9. FIRST OPPORTUNITY FOR PUBLIC TO BE HEARD - Becky Sullivan -

10. SPECIAL BOARD FUNCTIONS - Becky Sullivan -

10.1. Reaffirm Policy 1005.03: Parental Involvement in the Schools - Lawrence Tunks -

10.2. Approve List of Certificated Employee Professional training - John Hauser -

10.3. Approve first reading of updated Title IX Policies 404.065 and 504.186 - Dr. Kandace Garwood -

10.4. Approve High School Show Choir travel request - Lawrence Tunks -

10.5. Approve bid to repair sprinkler system at HHS - Trent Kelly -

10.6. Approve bid to replace grass at HHS - Trent Kelly -

10.7. CONSENT AGENDA - Dr. Thomas Szlanda -

11. SECOND OPPORTUNITY FOR PUBLIC TO BE HEARD - Becky Sullivan -

12. DATES OF FUTURE BOARD MEETINGS - Becky Sullivan -

13. MEDIA SPOKESPERSON - Becky Sullivan -

14. ADJOURNMENT - Becky Sullivan -

***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.

PARENTAL INVOLVEMENT IN THE SCHOOLS

It is the policy of the Hastings Public Schools, District No. 18, to encourage parental involvement and participation in the School District and to provide parents with access to all textbooks, tests, curriculum materials, and any other instructional materials used by the school.

It shall further be the policy of the District that educational decisions of the professional staff, administration, and Board of Education take into consideration when, and to the extent they deem appropriate, information from parents as to any concerns, objections, or other information such parents would wish to provide to the School District concerning parents' access, involvement, and participation in all activities of the school as it relates to the students of the District.

This policy and any corresponding policy and/or rule shall be reviewed annually by the Board of Education.

Cross Reference:	507.01	Student Records Access
	611.01	Student Progress Reports
	1002	District Annual Report
	1005.01	Public Complaints

Approved 12-16-02 Reviewed 8-18-03, 8-16-04, 8-15-05, 8-21-06, 8-20-07,
8-18-08, 8-17-09, 07-19-10, 7-14-11, 7-12-12 Revised _____

HASTINGS PUBLIC SCHOOLS

PARENT AND FAMILY ENGAGEMENT

The Parent and Family Engagement Policy has been adopted to encourage parental and family involvement with the school. This policy reflects the input of parents. It is to be updated annually and distributed to parents and family members in an understandable and uniform format. Given this policy, the following policies, rules, and regulations shall apply:

1. In the event any parent has a complaint or objection to any instructional materials, the procedures of Policy 606.03 shall be followed. Parents shall be provided, upon request, a listing of textbooks, standardized tests, and copyrighted curriculum materials that will be used with reference to their child during the current or upcoming year. Teachers shall also, upon request, discuss curriculum and the use of presentations by non-district personnel planned for the student with the parents.
2. It shall be the practice of the District, upon reasonable advance request by parents to attend and monitor courses, assemblies, counseling sessions, and other instructional activities, to permit such parents to be in attendance at such activities, unless such attendance would substantially interfere with a legitimate school interest. (See Board of Education Policy 1005.07 and 1005.08). Notice of field trips shall be provided according to the provisions of Administrative Rule 607.05.
3. It shall be the practice of the District to encourage communications from parents concerning when they believe it to be appropriate for their child to be excused from testing, classroom instruction, and other school experiences that the parents may find objectionable. Provisions for such may be found under Policy 504.01.
4. At the beginning of each school year, if the District receives Title I funding, the District shall notify parents of each student attending any school receiving Title I funds that the parents may request, and the District will provide the parents on request, and in a timely manner, information regarding the professional qualifications of the student's classroom teachers, including at a minimum, the following:
 - (A) Whether the student's teacher –
 - (1) has met State qualification and licensing criteria for the grade levels and subject areas in which the teacher provides instruction;
 - (2) is teaching under emergency or other provisional status through which State qualification or licensing criteria have been waived; and
 - (3) is teaching in the field of discipline of the certification of the teacher.

(B) Whether the child is provided services by paraprofessionals and, if so, their qualifications.

5. At the beginning of each school year, if the District receives Title I funding, the District shall notify parents of each student attending any school receiving Title I funds that the parents may request, and the District will provide the parents on request, and in a timely manner, information regarding any State or District-wide assessments, including the District's policy and procedure on the parental right to opt the child out of such assessment(s). The District shall also make widely available through public means (including by posting in a clear and easily accessible manner on the District's website) information on each State or District-wide assessment, including: the subject to be assessed; the purpose for which the assessment is designed and used; the source of the requirement for the assessment; the amount of time students will spend taking the assessment; the schedule for the assessment; and the time and format for disseminating results.
6. Parents and family members of all students are welcomed and encouraged to become involved with their child's school and education; this includes parents and family members that have limited English proficiency, limited literacy, are economically disadvantaged, have disabilities, racial, or ethnic minority background or are migratory children. The District will also inform parents of opportunities to participate in various school programs as set forth in the ESSA, in a language the parents can understand.
7. It shall be the practice of the District to provide full access to the records of students to parents, all as set forth in P.L. 79-2, 104, the Federal Education Right to Privacy Act, other applicable law, and the provisions of Board of Education Policy 507.01, during regular business hours of the school.
8. It shall be the practice of the District to notify the parents of any student who may be subjected to a standard norm-referenced and to notify the parents, when reasonable to do so, where a sample of such test might be observed and the date upon which such test will be administered. As to all testing by the District, experimental evaluation methodologies, experimental testing instruments, and any testing instrument which would tend to inquire into the values, beliefs, or privacy rights of any student shall be prohibited unless the parents consent in writing that such tests be administered to their child.

9. Prior to any school-sponsored survey being administered to the students of the District, it shall be the duty of the Superintendent or his/her designee to notify the parents of each student involved in the survey of the nature of the survey, the date and time when such survey shall be administered, and the purpose for which the results of the survey will be used from the school's perspective. Parents may excuse their child from participation in the survey by using the provisions of Policy 504.01.
10. Parents of children attending schools receiving Title I funding are to be involved in the planning, review, evaluation and improvement of the Title I Program, the Parent and Family Engagement Policy, and the School-Parent Compact at an annual parent meeting.
11. The District will coordinate and integrate parental involvement programs and activities with other federal, state and local programs that encourage and support parents in more fully participating in the education of their children.

Legal Reference: ESSA

Approved 12-16-02 Reviewed 8-18-03, 8-16-04, 8-15-05, 8-21-06, 8-20-07, 8-18-08, 8-17-09, 07-19-10, 06-20-11, 7-17-17, 11-20-17, 12-18-17 Revised 07-19-10, 07-18-11, 7/17/17, 12-18-17

HASTINGS PUBLIC SCHOOLS



**Hastings Public Schools
Regular Board Meeting Minutes**

July 15, 2024 6:30 PM

Board Room at HPS District Offices, 1515 W 8th St, Hastings, NE 68901

The meeting was advertised in the Hastings Tribune on Wednesday, July 10, 2024

Jim Boeve: Present
Sharon Brooks: Present
Brent Gollner: Present
Jodi Graves: Present
Andrew McCarty: Present
Laura Schneider: Present
Christopher Shade: Present
Becky Sullivan: Present
Stacie Widhelm: Present

1. CALL TO ORDER - Becky Sullivan

President Sullivan called the meeting to order.

2. Roll Call

Others in attendance: Jeff Schneider, Superintendent; Denise Behrends, Administrative Assistant to the Superintendent; Trent Kelly, Director of Technology and Operations; Dr. Tom Szlanda, Director of Human Resources and Operations; Shelly Julian, Business Manager; Dr. Kandace Garwood, Director of Special Education; Lawrence Tunks, Director of Learning; Brian Laux, Senior High Assistant Principal; and many members of the public.

3. Pledge Allegiance to the Flag

4. ANNOUNCEMENT - Becky Sullivan

President Sullivan reminded those in attendance of the Open Meetings Act

5. RECURRENT - Becky Sullivan

5.1. Minutes of Previous Meeting(s)

Motion to approve the minutes as presented. Motion made by Brent Gollner, Seconded by Stacie Widhelm. Motion passed

Jim Boeve: Yea
Sharon Brooks: Yea
Brent Gollner: Yea
Jodi Graves: Yea
Andrew McCarty: Yea
Laura Schneider: Yea
Christopher Shade: Yea

Becky Sullivan: Yea
Stacie Widhelm: Yea

5.2. Payment of Expenditures

Motion to approve the payment of expenditures in the amount of \$4,468,986.67. Motion made by Sharon Brooks, Seconded by Jim Boeve. Motion passed

Jim Boeve: Yea
Sharon Brooks: Yea
Brent Gollner: Yea
Jodi Graves: Yea
Andrew McCarty: Yea
Laura Schneider: Yea
Christopher Shade: Yea
Becky Sullivan: Yea
Stacie Widhelm: Yea

6. RECEIVE CORRESPONDENCE - Becky Sullivan

There was no correspondence to receive.

7. Notice of Settlement of Claim - Jeff Schneider

Superintendent Schneider reviewed the notice of a settlement claim through the district's insurance. Josh Espino and Maria Avalos individually and on behalf of Carlos Espino asserted a claim for damages arising from injuries Carlos Espino sustained from an accident that occurred on November 4, 2021 while Carlos Espino was a student at Hastings Public Schools and a settlement was reached. A full release of liability has been executed in exchange for a lump sum settlement of \$125,000 which will be paid by NASB-ALICAP, Hastings Public Schools' risk liability pool.

A copy of the settlement agreement was available upon request at the meeting. There was no action to be taken on this item.

8. FIRST OPPORTUNITY FOR PUBLIC TO BE HEARD - Becky Sullivan

Approximately 90 members of the public were in attendance. Twenty four resident community members addressed the Board on the issue of requiring the District to install "In God We Trust" signage in designated locations in each school building.

9. SPECIAL BOARD FUNCTIONS - Becky Sullivan

9.1. Approve 2nd Reading of revised Policy 502.11 Student Promotion - Jeff Schneider

Superintendent Schneider reviewed Policy 502.11 Student Promotion, updated at the recommendation of legal counsel due to Neb. Rev. Stat. Sec. 79-526. Mr. Schneider recommended approval of the second reading of Policy 502.11 Student Promotion.

Motion to approve 2nd Reading of revised Policy 502.11 Student Promotion, as presented. Motion made by Jim Boeve, Seconded by Laura Schneider. Motion passed

Jim Boeve: Yea
Sharon Brooks: Yea
Brent Gollner: Yea

Jodi Graves: Yea
Andrew McCarty: Yea
Laura Schneider: Yea
Christopher Shade: Yea
Becky Sullivan: Yea
Stacie Widhelm: Yea

9.2. Approve 2nd Reading of new Policy 611.01 Classroom Environment - Jeff Schneider

Superintendent Schneider reviewed new Policy 611.01 Classroom Environment. The policy was added at the recommendation of legal counsel due to LB 1329. Mr. Schneider recommended approval of the second reading of new Policy 611.01 Classroom Environment.

Motion to approve 2nd Reading of new Policy 611.01 Classroom Environment, as presented. Motion made by Brent Gollner, Seconded by Jodi Graves. Motion passed

Jim Boeve: Yea
Sharon Brooks: Yea
Brent Gollner: Yea
Jodi Graves: Yea
Andrew McCarty: Yea
Laura Schneider: Yea
Christopher Shade: Yea
Becky Sullivan: Yea
Stacie Widhelm: Yea

9.3. Approve 2nd Reading of new Policy 1005.082 Firearm Policy - Jeff Schneider

Superintendent Schneider reviewed new Policy 1005.082 Firearms. The policy was added at the recommendation of legal counsel due to Neb. Rev. Stat. Sec. 28-1204.04. Mr. Schneider noted the update in policy will not change the practice, as this was already being followed. Superintendent Schneider recommended approval of the second reading of new Policy 1005.082 Firearms.

Board members held a discussion about the new policy.

Motion to approve 2nd Reading of new Policy 1005.082 Firearm Policy, as presented. Motion made by Jim Boeve, Seconded by Stacie Widhelm. Motion passed

Jim Boeve: Yea
Sharon Brooks: Nay
Brent Gollner: Yea
Jodi Graves: Yea
Andrew McCarty: Yea
Laura Schneider: Yea
Christopher Shade: Yea
Becky Sullivan: Yea
Stacie Widhelm: Yea

9.4. Approve revised Policy 409.01 Certificated Employee Professional Growth - Jeff Schneider

Superintendent Schneider reviewed revised Policy 409.01 Certificated Employee Professional Growth. The policy was revised at the recommendation of legal counsel due to LB 1329. Mr. Schneider recommended approval of revised Policy 409.01 Certificated Employee Professional Growth.

Motion to approve revised Policy 409.01 Certificated Employee Professional Growth, as presented. Motion made by Jodi Graves, Seconded by Sharon Brooks. Motion passed

Jim Boeve: Yea
Sharon Brooks: Yea
Brent Gollner: Yea
Jodi Graves: Yea
Andrew McCarty: Yea
Laura Schneider: Yea
Christopher Shade: Yea
Becky Sullivan: Yea
Stacie Widhelm: Yea

9.5. Require the Superintendent to install "In God We Trust" signage in designated locations in each school building - Jeff Schneider

Superintendent Schneider recommended against the "In God We Trust" signage requirement. Board member Chris Shade reviewed the proposal asking Board members to approve requiring the district to install "In God We Trust" signage in designated locations in each school building. Board members held a discussion about the proposed "In God We Trust" signage.

Board Members also thanked community members for taking time to attend the meeting and communicate respectfully on the issue.

Motion to require the Superintendent to install "In God We Trust" signage as presented in each school building and at the locations presented. Motion made by Christopher Shade, Seconded by Stacie Widhelm. Motion passed

Jim Boeve: Nay
Sharon Brooks: Nay
Brent Gollner: Nay
Jodi Graves: Nay
Andrew McCarty: Nay
Laura Schneider: Nay
Christopher Shade: Yea
Becky Sullivan: Nay
Stacie Widhelm: Yea

9.6. CONSENT AGENDA - Dr. Thomas Szlanda

Dr. Tom Szlanda reviewed vacant positions throughout the District. Currently, there are 10.7 certificated, 17 classified, and 4 extra standard vacancies. Dr. Szlanda recommended approval of the personnel agenda as presented.

Motion to approve the consent agenda as presented. Motion made by Laura Schneider, Seconded by Brent Gollner. Motion passed

Jim Boeve: Yea
Sharon Brooks: Yea
Brent Gollner: Yea
Jodi Graves: Yea
Andrew McCarty: Yea
Laura Schneider: Yea
Christopher Shade: Yea
Becky Sullivan: Yea
Stacie Widhelm: Yea

10. SECOND OPPORTUNITY FOR PUBLIC TO BE HEARD - Becky Sullivan

There were no public comments.

11. DATES OF FUTURE BOARD MEETINGS - Becky Sullivan

President Sullivan reminded Board members of upcoming Board meetings for next month.

Work Session - Thursday, August 15, 2024 - 6:00 p.m. - Board Room at HPS District Offices

Regular Board Meeting - Monday, August 19, 2024 - 6:30 p.m. - Board Room at HPS District Offices

12. MEDIA SPOKESPERSON - Becky Sullivan

President Sullivan announced Andrew McCarty will serve as the media spokesperson for this month.

13. ADJOURNMENT - Becky Sullivan

Meeting adjourned at 8:31 p.m.

Motion to adjourn meeting. Motion made by Laura Schneider, Seconded by Brent Gollner.

Motion passed

Jim Boeve: Yea
Sharon Brooks: Yea
Brent Gollner: Yea
Jodi Graves: Yea
Andrew McCarty: Yea
Laura Schneider: Yea
Christopher Shade: Yea
Becky Sullivan: Yea
Stacie Widhelm: Yea

Denise Behrends, Board Recording Secretary



Hastings Public Schools Work Session Minutes

July 11, 2024 6:00 PM

Board Room at HPS District Offices, 1515 W 8th St, Hastings, NE 68901

The meeting was advertised in the Hastings Tribune on Wednesday, July 3, 2024

Jim Boeve:	Present
Sharon Brooks:	Present
Brent Gollner:	Present
Jodi Graves:	Present
Andrew McCarty:	Present
Laura Schneider:	Present
Christopher Shade:	Present
Becky Sullivan:	Present
Stacie Widhelm:	Present

1. Roll Call

President Sullivan called the meeting to order.

Others in attendance: Jeff Schneider, Superintendent; Denise Behrends, Administrative Assistant to the Superintendent; Trent Kelly, Director of Technology and Operations; Dr. Tom Szlanda, Director of Human Resources and Operations; Terry Julian, Technology Facilitator; Chris Schukei, Executive Director of the HPS Foundation; Brian Laux, Senior High Assistant Principal; Jade Bartunek, HEA Vice President; Shelly Julian, Business Manager; Dr. Kandace Garwood, Director of Special Education; John Hauser, Director of Learning and Support; Lawrence Tunks, Director of Learning; Andy Jones, Hastings Public Access TV; Will Vraspir, Hastings Tribune; and several members of the community.

2. Announcement - Becky Sullivan

President Sullivan reminded those in attendance of the Open Meetings Act.

3. Welcome to HEA reps and guests - Becky Sullivan

President Sullivan welcomed those in attendance.

4. Review Board Norms/Goal - Becky Sullivan

There were no Board member comments.

5. Board Report - Becky Sullivan

Board member Sharon Brooks thanked the HPS Foundation for funding an advertisement in the local paper to share HPS Good News. Board member Andrew McCarty shared his experience with good things happening at the Middle School Garden and he encouraged the community to visit. Board member Jodi Graves shared comments she received from the public about how great the facilities are looking. She thanked the maintenance crew for their work.

6. Quarterly Financial Report - Jeff Schneider and Shelly Julian

Superintendent Schneider gave a quarterly financial update for Board members. The update focused on Quarter 3 (March-May) in the general and cooperative funds. Expenses and receipts are up due to ESSER expenditures and reimbursements. The overall financial picture is trending as expected for this time of year. He reminded Board members the fiscal year ends August 31st.

7. 2024-25 Budget Preparation - Jeff Schneider and Shelly Julian

Superintendent Schneider reviewed preliminary budget information for 2024-25. He focused on receipts and shared the timeline for the budget process. In August he will focus on expenses and in September a combined, in-depth budget report will be provided. Schneider noted that receipts are expected to be up approximately 2% or an estimated \$1M, however expenses are also anticipated to increase due to personnel and general rising costs. With the tax levy override ending and the governor's funding bill, depending on valuations, he anticipates HPS to maintain a stable budget, while keeping the reduced tax levy rate.

Board members held a discussion about the budget process.

8. Notice of Settlement of Claim - Jeff Schneider

Superintendent Schneider reviewed the notice of a settlement claim through the District's insurance. Josh Espino and Maria Avalos individually and on behalf of Carlos Espino asserted a claim for damages arising from injuries Carlos Espino sustained from an accident that occurred on November 4, 2021 while Carlos Espino was a student at Hastings Public Schools and a settlement was reached. A full release of liability has been executed in exchange for a lump sum settlement of \$125,000 which will be paid by NASB-ALICAP, Hastings Public Schools' risk liability pool. A copy of the settlement agreement was made available upon request at the meeting. There is no action to be taken on this item.

9. Approve 2nd Reading of revised Policy 502.11 Student Promotion - Jeff Schneider

Superintendent Schneider reviewed Policy 502.11 Student Promotion, updated at the recommendation of legal counsel due to Neb. Rev. Stat. Sec. 79-526. Mr. Schneider will recommend approval of the second reading of Policy 502.11 Student Promotion.

Board members held a discussion about the policy changes.

10. Approve 2nd Reading of new Policy 611.01 Classroom Environment - Jeff Schneider

Superintendent Schneider reviewed new Policy 611.01 Classroom Environment. The policy was added at the recommendation of legal counsel due to LB 1329. Lawrence Tunks shared information about maps required by the policy. Mr. Schneider will recommend approval of the second reading of new Policy 611.01 Classroom Environment.

11. Approve 2nd Reading of new Policy 1005.082 Firearm Policy - Jeff Schneider

Superintendent Schneider reviewed new Policy 1005.082 Firearms. The policy was added at the recommendation of legal counsel due to Neb. Rev. Stat. Sec. 28-1204.04. Mr. Schneider noted the update in policy will not change the practice, as this was already being followed. Superintendent Schneider will recommend approval of the second reading of new Policy 1005.082 Firearms.

Board members held a discussion about the new policy.

12. Approve revised Policy 409.01 Certificated Employee Professional Growth (single read) - Jeff Schneider

Superintendent Schneider reviewed revised Policy 409.01 Certificated Employee Professional Growth. The policy was revised at the recommendation of legal counsel due to LB 1329. Mr.

Schneider will recommend approval of revised Policy 611.01 Classroom Environment.

13. Require the Superintendent to install “In God We Trust” signage in designated locations in each school building - Jeff Schneider

Board member Chris Shade introduced a proposal to require the District to install "In God We Trust" signage in designated locations in each school building. Mr. Shade shared photos of potential locations for the signs to be displayed in each building. Board member Shade will present the item for a vote at the regular Board meeting.

Other Board members held a discussion about the proposed signage. Superintendent Schneider indicated that he will not recommend approval of the "In God We Trust" signage requirement.

14. *Consent Agenda - Dr. Thomas Szlanda

Dr. Tom Szlanda reviewed vacant positions throughout the District. Currently, there are 12 certificated, 16 classified, and 4 extra standard vacancies. Dr. Szlanda will recommend approval of the personnel agenda as presented.

Board members held a discussion about the staffing plans for the new school year.

15. OPPORTUNITY FOR PUBLIC TO BE HEARD - Becky Sullivan

Approximately 10 members of the public were in attendance. Five community members addressed the Board on the issue of requiring the District to install "In God We Trust" signage in designated locations in each school building. Board Members thanked community members for taking time to attend the meeting and communicate respectfully with them on the issue.

16. Reminders - Becky Sullivan

President Sullivan reminded Board members of the Regular Board meeting on Monday, July 15 at 6:30 p.m.

17. Adjournment - Becky Sullivan

Meeting adjourned at 7:08 p.m.

Motion to adjourn meeting. Motion made by Laura Schneider, Seconded by Brent Gollner. Motion passed

Jim Boeve:	Yea
Sharon Brooks:	Yea
Brent Gollner:	Yea
Jodi Graves:	Yea
Andrew McCarty:	Yea
Laura Schneider:	Yea
Christopher Shade:	Yea
Becky Sullivan:	Yea
Stacie Widhelm:	Yea

Check Number	Date	Payee
141610	7/11/2024	ACCELERATE LEARNING, INC
141611	7/11/2024	ALLENS B & R #32
141612	7/11/2024	ALLO COMMUNICATIONS
ACH	6/24/2024	AMAZON
141613	7/11/2024	ARNOLD MOTOR COMPANY
141614	7/11/2024	BEST TREE SERVICE
141615	7/11/2024	BIG G ACE
141616	7/11/2024	BLICK ART MATERIALS
141617	7/11/2024	BLUE HILL FURNITURE
141618	7/11/2024	BLUME, KELSEY
141619	7/11/2024	BOLLING, JENNIFER
141620	7/11/2024	BOLTON, ELISABETH A
141621	7/11/2024	BORDER STATES INDUSTRIES, INC
141622	7/11/2024	BRANT, CHARLA AL
141623	7/11/2024	C4 OPERATIONS, LLC
141624	7/11/2024	CAREY'S PEST CONTROL
141625	7/11/2024	CENGAGE LEARNING
141626	7/11/2024	CENTRAL COMMUNITY COLLEGE - HA
141627	7/11/2024	CENTRAL NEBR REHAB SERVICES
141628	7/11/2024	CENTRAL NEBRASKA BOBCAT
141629	7/11/2024	CITY OF HASTINGS _15870
141630	7/11/2024	CLARK, MADJIL LO
141631	7/11/2024	COMPUTER HARDWARE, INC
141632	7/11/2024	CONDITIONED AIR MECHANICALS
141633	7/11/2024	CONSRUCK, ANNIE MS
141634	7/11/2024	CPI/COOPERATIVE PRODUCERS, INC
141635	7/11/2024	CULLIGAN OF HASTINGS
141636	7/11/2024	CUMMINS SALES AND SERVICE
141637	7/11/2024	DANE, LANA MS
141638	7/11/2024	DAS STATE ACCOUNTING - CENTRAL FINANCE
141639	7/11/2024	DEMCO, INC.
141640	7/11/2024	DIDIER, JULIE LI
141641	7/11/2024	DIETZE MUSIC
141642	7/11/2024	DUTTON-LAINSON
141643	7/11/2024	EAGLE BUILDING SERVICES, LLC
141644	7/11/2024	EAKES OFFICE SOLUTIONS
141645	7/11/2024	ECHO ELECTRIC SUPPLY
141646	7/11/2024	ED SERV UNIT 9
141647	7/11/2024	EDUPOINT EDUCATIONAL SYSTEMS
141648	7/11/2024	EGAN SUPPLY COMPANY
141649	7/11/2024	EILEENS COLOSSAL COOKIES, INC.
141650	7/11/2024	ELECTRONIC SYSTEMS, INC.

141651	7/11/2024	ENGBERG, SCOTT
141652	7/11/2024	EXPANDING EXPRESSION
141653	7/11/2024	FAMILY MEDICAL CENTER
141654	7/11/2024	FOLLETT CONTENT SOLUTIONS, LLC
141655	7/11/2024	GERDES, REBECCA L
141656	7/11/2024	GOEDERT, BECKY A
141657	7/11/2024	GRAHAM TIRE - GI
141658	7/11/2024	GRIZZLY INDUSTRIAL INC
141659	7/11/2024	HAMIK, ARLENE
141604	6/27/2024	HASTINGS EARLY CHILD DEVELOPMENT
141660	7/11/2024	HASTINGS OUTDOOR POWER, LLC
141605	6/27/2024	HASTINGS PUBLIC SCHOOLS LUNCH FUND
141661	7/11/2024	HASTINGS UTILITIES
141662	7/11/2024	HEINEMANN GREENWOOD PUBLISHING
141606	6/27/2024	HENRY PERLICK, JESSICA
141663	7/11/2024	HERMAN, ART
141664	7/11/2024	HILLYARD/ DES MOINES
141665	7/11/2024	HUMANEX VENTURES LLC
141666	7/11/2024	IDEA BANK MARKETING
141667	7/11/2024	IMPLEMENTATION CONSULTING GROUP, LLC
141668	7/11/2024	INSECT LORE PRODUCTS
141669	7/11/2024	INSTRU-MED, INC.
141670	7/11/2024	INTERNATIONAL ACADEMY OF SCIENCE
141671	7/11/2024	ISLAND SUPPLY WELDING
141672	7/11/2024	JOHNSON HARDWARE COMPANY
141673	7/11/2024	JOHNSON, KAYLA MO
141607	6/27/2024	JULIAN, THERESA AD
141674	7/11/2024	KULLY PIPE & STEEL CO
141675	7/11/2024	LACY, BETHANY R
141676	7/11/2024	LANDMARK IMPLEMENT INC.
141677	7/11/2024	LEARNING A-Z
141678	7/11/2024	LINCOLN EPOXY FLOORING
141679	7/11/2024	MATTICKS, RICK HA
141680	7/11/2024	MCGRAW- HILL SCHOOL ED HOLDINGS, LLC
ACH	6/24/2024	MEAL MAGIC
141681	7/11/2024	MENARDS
141682	7/11/2024	MESSERER, JENNY MO
141683	7/11/2024	MIDWEST CONNECT
141684	7/11/2024	MIDWEST TURF & IRRIGATION
141685	7/11/2024	N2Y
141686	7/11/2024	NAPA AUTO PARTS
141687	7/11/2024	NCS PEARSON, INC
141688	7/11/2024	NE COUNCIL OF SCHOOL ADMIN

141689	7/11/2024	NEBRASKA TRUCK CENTER, INC
141690	7/11/2024	NECAS, JOSHUA BUS
141691	7/11/2024	NUTRIEN AG SOLUTIONS
141692	7/11/2024	OMAHA WORLD HEARLD
ACH	7/10/2024	OMNIFY
141693	7/11/2024	PERRY, GUTHERY, HAASE & GESSFORD PC
141694	7/11/2024	PHYS THERAPY & SPORT REHAB
141695	7/11/2024	PRO-ED, INC.
141696	7/11/2024	PROFORMA-
141697	7/11/2024	RAVEN TECH LLC
141698	7/11/2024	RAYNOR GARAGE DOORS OF CE. NE.
141699	7/11/2024	REALLY GOOD STUFF
141700	7/11/2024	RUNCIES CATERING
141701	7/11/2024	RUSS'S IGA
ACH	7/15/2024	RUTT'S
141702	7/11/2024	S & S WORLDWIDE
141703	7/11/2024	SAPP BROS PETRO GRAND ISLAND
141704	7/11/2024	SERRANO, ELSA
141705	7/11/2024	SHERWIN-WILLIAMS CO
141706	7/11/2024	SHIRT SHACK- HASTINGS
141707	7/11/2024	SLP TOOLKIT LLC
141608	6/27/2024	STATE OF NEBRASKA
141708	7/11/2024	STODDARD, ABBI
141709	7/11/2024	STOKELY, KELSEY
141710	7/11/2024	STRUSS, EMILY
141711	7/11/2024	SUNBELT RENTALS
141712	7/11/2024	SUPER DUPER CO
141713	7/11/2024	TEACHING STRATEGIES, LLC
141609	6/27/2024	THE COPY CENTER/NOVEL IDEAS
141714	7/11/2024	THRESHOLD
141715	7/11/2024	TITAN MACHINERY
141716	7/11/2024	TRUCK CENTER COMPANIES
141717	7/11/2024	ULINE
141718	7/11/2024	UNITED WAY OF THE MIDLANDS
141719	7/11/2024	UNL CAREER SERVICES
141720	7/11/2024	VERIZON WIRELESS
141721	7/11/2024	VIAERO WIRELESS
141722	7/11/2024	VOYAGER SOPRIS LEARNING
141723	7/11/2024	W.G. PAULEY LUMBER COMPANY
141724	7/11/2024	WEST MUSIC COMPANY
ACH	7/15/2024	WOODWARDS
141725	7/11/2024	YANDAS MUSIC
141726	7/11/2024	YMCA

		TOTAL
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Amount
\$1,704.86
\$149.53
\$7,086.43
\$12,433.79
\$752.54
\$4,450.00
\$1,255.94
\$946.64
\$19,027.40
\$552.00
\$19.34
\$552.00
\$19,752.64
\$50.00
\$183.00
\$1,083.00
\$8,415.00
\$176.00
\$9,312.26
\$145.51
\$5.00
\$131.32
\$1,256.00
\$3,650.00
\$144.72
\$6,182.36
\$113.15
\$11,880.26
\$49.91
\$267.63
\$242.98
\$125.96
\$1,106.99
\$4,606.40
\$15,375.36
\$1,100.70
\$516.01
\$9,754.78
\$53,188.00
\$40.08
\$178.25
\$1,269.08

\$20.26
\$47.00
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\$134.00
\$864.00
\$3,768.00
\$584.15
\$45.75
\$2,100.00
\$195.90
\$818.14
\$47,063.31
\$27,752.91
\$89.80
\$17.42
\$669.90
\$1,400.00
\$2,200.00
\$19,837.50
\$58.94
\$525.00
\$9,177.00
\$21.11
\$635.00
\$96.48
\$244.44
\$1,191.07
\$13.53
\$255.32
\$132.00
\$1,672.00
\$395.96
\$7,532.27
\$5,895.00
\$3,009.50
\$87.10
\$4,000.00
\$110.85
\$5,319.85
\$7,637.69
\$12.95
\$900.00

\$18,196.67
\$9.19
\$178.35
\$1,071.00
\$268.00
\$2,526.25
\$3,210.86
\$611.60
\$1,610.00
\$2,465.61
\$1,525.00
\$82.97
\$721.80
\$86.19
\$774,089.24
\$34.57
\$1,920.00
\$372.00
\$1,757.34
\$117.00
\$2,475.00
\$30.00
\$64.17
\$3,321.00
\$15.65
\$780.55
\$111.92
\$3,380.00
\$1,239.60
\$136.40
\$276.80
\$234.60
\$2,045.91
\$10,000.00
\$175.00
\$2,229.58
\$256.68
\$2,770.30
\$2,944.12
\$1,055.05
\$3,760.00
\$5,863.49
\$7,891.64

\$1,238,446.96

Check Number	Date	Payee	Amount
15544	7/10/2024	STRIV, INC.	\$2,008.00
15543	7/10/2024	SHOEMAKER, CARSON	\$1,144.50
15542	7/10/2024	SHIRT SHACK- HASTINGS	\$17.00
15541	7/10/2024	MOLIFUA, CASEY	\$250.00
15540	7/10/2024	MENARDS	\$50.68
15539	7/10/2024	MATTICKS, RICK HA	\$200.00
15538	7/10/2024	HOFF CLEANERS, INC.	\$1,821.45
15537	7/10/2024	ESPINOSA, CHELSEY	\$1,000.00
15536	7/10/2024	COMPETITIVE EDGE	\$170.00
15535	7/10/2024	CITY OF HASTINGS - PARKS	\$1,025.00
15534	7/10/2024	BSN SPORTS, INC.	\$485.10
15533	6/27/2024	PINNACLE BANK	\$750.00
15532	6/27/2024	NSAA	\$1,770.00
15531	6/27/2024	MICHALEK, GRACE MF	\$600.00
15530	6/27/2024	JAGELS. MADISON	\$80.00
15529	6/27/2024	HASTINGS PUBLIC SCHOOLS FOUNDATION	\$300.00
15528	6/27/2024	AWARDS UNLIMITED, INC	\$425.72
15527	6/27/2024	ADAMS CENTRAL HIGH SCHOOL	\$75.00
15526	6/20/2024	TICO TUTORS LLC	\$1,500.00
15525	6/20/2024	SMALL TOWN FAMOUS-	\$686.50
15524	6/20/2024	SHIRT SHACK- HASTINGS	\$336.00
15523	6/20/2024	ORTEGREN, KIRK HHS	\$80.00
15522	6/20/2024	NE COACHES ASSN	\$150.00
15521	6/20/2024	INK CREDIBLE INC.	\$353.00
ACH	6/24/2024	AMAZON	\$1,939.96
		TOTAL	\$17,217.91

GENERAL FUNDS 8-24

Check Number	Date	Payee	Amount
141744	#####	BSN SPORTS, INC.	\$9,004.19
141745	#####	INSTRUCTIONAL EMPOWERMENT, INC	\$23,600.00
141746	#####	ARNOLD MOTOR COMPANY	\$44.20
141747	#####	BEYKE SIGNS	\$25.00
141748	#####	BIERE, DIANE MS	\$31.02
141749	#####	CITY OF HASTINGS 911	\$1,281.00
141750	#####	ED SERV UNIT 10	\$290.00
141751	#####	FOLLETT CONTENT SOLUTIONS, LLC	\$1,491.28
141752	#####	HASTINGS PUBLIC SCHOOLS	\$5,895.00
141753	#####	IDEA BANK MARKETING	\$856.00
141754	#####	INGRAM LIBRARY SERVICES	\$2,194.64
141755	#####	JULIAN, SHELLY ADMIN	\$65.66
141756	#####	KELLY, TRENT ADMIN	\$25.00
141757	#####	MARY LANNING HEALTH CARE	\$915.72
141758	#####	MESSERER, JENNY MO	\$69.95
141759	#####	NE RURAL COMMUNITY SCHOOLS ASSOCIATION	\$320.00
141760	#####	PEPSI OF HASTINGS -	\$376.82
141761	#####	PYRAMID SCHOOL PRODUCTS	\$4,890.04
141762	#####	RUSS'S IGA	\$32.14
141763	#####	SCHNEIDER, JEFF AD	\$134.00
141764	#####	SHRIVER, SHARON A.	\$575.00
141765	#####	CDW EDUCATION	\$9.37
141766	#####	CENGAGE LEARNING	\$39,940.42
141767	#####	CHANEY ELECTRONICS, INC	\$148.57
141768	#####	CURRICULUM ASSOC, LLC	\$184.95
141769	#####	DAKOTA POTTERY SUPPLY	\$2,221.25
141770	#####	EDUPOINT EDUCATIONAL SYSTEMS	\$750.00
141771	#####	HILLYARD/ DES MOINES	\$7,464.10
141772	#####	HOUGHTON MIFFLIN HARCOURT	\$23,692.91
141773	#####	IASCO	\$1,038.49
141774	#####	KELVIN LP	\$300.08
141775	#####	LEXIA LEARNING SYSTEMS	\$399.00
141776	#####	NEBRASKA-IOWA IND FASTENER	\$224.65
141777	#####	ONE SOLUTION DRIVER EDUCATION SCHOOL	\$720.00
141778	#####	SCHOOL SPECIALTY	\$58.98
141779	#####	SOUTHWEST STRINGS	\$3,729.75
141780	#####	VOYAGER SOPRIS LEARNING	\$448.80
141781	#####	ALLENS B & R #32	\$175.04
141782	#####	ALLO COMMUNICATIONS	\$6,659.99
141783	#####	AMERI-TECH INDUSTRIAL, INC.	\$340.10
141784	#####	AMPLIFY	\$195.00
141785	#####	ARNOLD MOTOR COMPANY	\$47.42
141786	#####	ARROW SEED COMPANY	\$1,419.50
141787	#####	ASPHALT PATCH MASTER, LLC	\$38,950.00
141788	#####	BEMAN'S APPLIANCE SERVICE, INC.	\$578.96
141789	#####	BENSCOTER, COURTNEY SH	\$125.00
141790	#####	BGNE, INC.	\$1,192.20
141791	#####	BIG G ACE	\$824.57
141792	#####	BLICK ART MATERIALS	\$5,806.48

141793	#####	BOSELMAN, INC.	\$20.00
141794	#####	BRIGHTSIDE CHILD CARE CENTER LLC	\$644.00
141795	#####	BURNETT, MASHAYLA AL	\$24.08
141796	#####	C4 OPERATIONS, LLC	\$406.00
141797	#####	CAREY'S PEST CONTROL	\$1,183.00
141798	#####	CARLSON, MICHELLE	\$2,262.10
141799	#####	CARSTICKERS, INC.	\$504.00
141800	#####	CENTRAL NEBR REHAB SERVICES	\$9,572.07
141801	#####	CENTRAL NEBRASKA BOBCAT	\$1,845.27
141802	#####	CENTRAL NEBRASKA EQUIPMENT	\$51.50
141803	#####	CITY OF HASTINGS SOLID WASTE DEPT.	\$38.70
141804	#####	COMMUNICATIONS ENGINEERING	\$3,000.00
141805	#####	COMPUTER HARDWARE, INC	\$9,191.00
141806	#####	CONDITIONED AIR MECHANICALS	\$4,330.00
141807	#####	CONSOLIDATED CONCRETE CO.	\$10,519.02
141808	#####	CORNHUSKER PRESS	\$3,661.47
141809	#####	CORNHUSKER STATE INDUSTRIES	\$10,372.00
141810	#####	CPI/COOPERATIVE PRODUCERS, INC	\$7,646.12
141811	#####	CULLIGAN OF HASTINGS	\$65.00
141812	#####	CUMMINS SALES AND SERVICE	\$3,577.56
141813	#####	CUSTOM PACK, INC.	\$215.32
141814	#####	DAS STATE ACCOUNTING - CENTRAL FINANCE	\$560.50
141815	#####	DUTTON-LAINSON	\$18,187.97
141816	#####	EAGLE BUILDING SERVICES, LLC	\$15,375.36
141817	#####	EAKES OFFICE SOLUTIONS	\$833.99
141818	#####	ECHO ELECTRIC SUPPLY	\$2,392.44
141819	#####	ED SERV UNIT 10	\$140.00
141820	#####	ED SERV UNIT 9	\$70.00
141821	#####	EGAN SUPPLY COMPANY	\$1,431.14
141822	#####	ENGBERG, SCOTT	\$19.25
141823	#####	FAMILY MEDICAL CENTER	\$400.00
141824	#####	FISCHER, HEATHER	\$1,305.06
141825	#####	FOLLETT CONTENT SOLUTIONS, LLC	\$24.27
141826	#####	FONER, BAILEY	\$3,404.00
141827	#####	FRANKLIN PLANNER CORPORATION	\$175.89
141828	#####	GARWOOD, KANDACE L	\$201.00
141829	#####	GOEDERT, BECKY A	\$850.50
141830	#####	GRAHAM TIRE - GI	\$44.00
141831	#####	HASTINGS EARLY CHILD DEVELOPMENT	\$3,452.00
141832	#####	HASTINGS EQUITY MANUFACTURING	\$35.00
141833	#####	HASTINGS MIDDLE SCHOOL	\$6,000.00
141834	#####	HASTINGS MUSEUM	\$60.00
141835	#####	HASTINGS OUTDOOR POWER, LLC	\$578.00
141836	#####	HASTINGS SR HIGH	\$200,000.00
141837	#####	HASTINGS TRIBUNE	\$942.82
141838	#####	HASTINGS UTILITIES	\$55,366.77
141839	#####	HAUSER, JOHN W	\$150.58
141840	#####	HD SUPPLY	\$529.34
141841	#####	HERMAN, ART	\$17.42
141842	#####	HILLYARD/ DES MOINES	\$487.60
141843	#####	HORSTMANN, SARA	\$151.42

141844	#####	HUBERT COMPANY, LLC	\$32.75
141845	#####	IDEA BANK MARKETING	\$856.00
141846	#####	IDEAL ELECTRIC CO	\$1,170.00
141847	#####	IMAGINE LEARNING LLC	\$11,475.00
141848	#####	IMPLEMENTATION CONSULTING GROUP, LLC	\$19,837.50
141849	#####	INGRAM LIBRARY SERVICES	\$134.44
141850	#####	INNOVATIVE OFFICE SOLUTIONS	\$4,845.25
141851	#####	INTEGRATED SECURITY SOLUTIONS	\$23,231.84
141852	#####	INTERSTATE ALL BATTERY	\$321.00
141853	#####	ISLAND SPRINKLER SUPPLY	\$316.68
141854	#####	JACHETTA, MINTHA	\$3,063.42
141855	#####	JORGENSEN, JENNA MS	\$435.50
141856	#####	JUNIOR LIBRARY GUILD	\$1,038.24
141857	#####	KAVAN, MARIA L.	\$253.00
141858	#####	KENESAW UNITED CHILD CARE COALITION	\$370.00
141859	#####	KRAMER, BRITTNEY	\$805.00
141860	#####	KUCERA PAINTING	\$1,300.00
141861	#####	KULLY PIPE & STEEL CO	\$163.95
141862	#####	LAKESHORE LEARNING MATERIALS	\$374.19
141863	#####	LARA, MARIA CARMEN	\$2,652.20
141864	#####	LEIGHTY, ALEX	\$800.71
141865	#####	LIM, HONG	\$111.04
141866	#####	LITTLE STINGERS CHILD CARE	\$184.00
141867	#####	LYNDSEY'S BUILDING BLOCKS DAYCARE	\$1,920.00
141868	#####	MACGILL & CO.	\$3,631.30
141869	#####	MATTICKS, RICK HA	\$482.73
141870	#####	MENARDS	\$1,683.34
141871	#####	MIDWEST CONNECT	\$4,000.00
141872	#####	MIDWEST TURF & IRRIGATION	\$1,852.74
141873	#####	NAPA AUTO PARTS	\$3,843.37
141874	#####	NASB ALICAP	\$810,624.00
141875	#####	NATIONAL ART & SCHOOL SUPPLIES	\$5,863.68
141876	#####	NCS PEARSON, INC	\$121.40
141877	#####	NE COUNCIL OF SCHOOL ADMIN	\$3,260.00
141878	#####	NE SAFETY CENTER @ UNK	\$1,065.00
141879	#####	NEBRASKA-IOWA IND FASTENER	\$539.37
141880	#####	NORTHWEST ELECTRIC, LLC	\$76.02
141881	#####	NOVOTNE, KRISTA DALE	\$575.00
141882	#####	OCHOA, BLANCO	\$2,724.39
141883	#####	OMAHA WORLD HEARLD	\$1,071.00
141884	#####	P.A.D., LLC	\$312.39
141885	#####	PARTS TOWN, LLC	\$312.80
141886	#####	PAVELKA TRUCK & TRAILER	\$197.47
141887	#####	PERRY, GUTHERY, HAASE & GESSFORD PC	\$1,400.75
141888	#####	PHYS THERAPY & SPORT REHAB	\$3,505.21
141889	#####	PILE, HOPE	\$230.00
141890	#####	PITSCO	\$1,959.82
141891	#####	PLATTE VALLEY COMMUNICATIONS	\$186.00
141892	#####	POOH CORNER WEST	\$1,518.00
141893	#####	PORTER TRUSTIN CARLSON CO.	\$6,700.00
141894	#####	PROFORMA-	\$320.29

141895	#####	QUALITY SOUND & COMMUNICATIONS	\$588.00
141896	#####	QUIZNOS SUB	\$415.00
141897	#####	RAVEN TECH LLC	\$1,027.84
141898	#####	REMIND101, INC.	\$12,321.00
141899	#####	ROBINSON, KERRA M	\$181.30
141900	#####	RUNCIES CATERING	\$338.90
141901	#####	RUSS'S IGA	\$184.36
141902	#####	SCHOLASTIC BOOK CLUB	\$148.00
141903	#####	SCHOLASTIC, INC	\$1,403.46
141904	#####	SCHOLASTIC, INC -	\$719.95
141905	#####	SCHWINN, DANIELLE	\$1,275.00
141906	#####	SHERWIN-WILLIAMS CO	\$409.15
141907	#####	SHIRT SHACK- HASTINGS	\$195.00
141908	#####	SMALL TOWN FAMOUS-	\$1,121.35
141909	#####	SOTO ROSALES, BRENDA	\$367.00
141910	#####	SOUTHWORTH, PAULA D.	\$1,097.75
141911	#####	STATE OF NE- NE STATE HISTORICAL SOCIETY	\$35.00
141912	#####	STELLING BRASS & WINDS INC.	\$1,495.00
141913	#####	STICE, MEGAN A	\$1,942.39
141914	#####	STOKELY, KELSEY	\$3,847.50
141915	#####	SUNBELT RENTALS	\$565.02
141916	#####	T-C CEILINGS, INC.	\$3,990.00
141917	#####	TITAN MACHINERY	\$2,376.26
141918	#####	TLCB, INC	\$4,410.00
141919	#####	TRUCK CENTER COMPANIES	\$782.00
141920	#####	UNMC CENTER FOR CONTINUING EDUCATION	\$500.00
141921	#####	VARITRONICS, LLC	\$293.51
141922	#####	VAUGHANS-PRINTERS,INC	\$389.50
141923	#####	VERIZON WIRELESS	\$1,437.43
141924	#####	VIAERO WIRELESS	\$256.80
141925	#####	VIRCO, INC.	\$702.00
141926	#####	VOYAGER SOPRIS LEARNING	\$14,570.00
141927	#####	W.G. PAULEY LUMBER COMPANY	\$500.97
141928	#####	WALLACE, TALITHA	\$791.22
141929	#####	WERNER CONSTRUCTION, INC.	\$124.22
141930	#####	WITTE, LYNDSEY	\$279.26
141931	#####	YANDAS MUSIC	\$2,035.24
141932	#####	YMCA	\$27,665.82
141933	#####	ZIEMBA ROOFING CO	\$850.00
		TOTAL VOUCHERS	\$1,597,456.75
ACH	#####	US BANK	\$18,187.94
ACH	#####	AMAZON	\$9,951.37
ACH	#####	RUTT'S HEATING & AIR	\$975,152.70
ACH	#####	WOODWARD'S	\$3,795.00
ACH	#####	OMNIFY	\$268.00
ACH	#####	LUNCHTIME SOLUTIONS, INC	\$13,593.20
		TOTAL ACH	\$1,020,948.21
		TOTAL EXPENDITURES	\$2,618,404.96

ACTIVITIES FUNDS 8-24			
Check Number	Date	Payee	Amount
15589	8/19/2024	VARSITY SPIRIT FASHIONS	19241.75
15588	8/19/2024	SHAR PRODUCTS CO	\$274.85
15587	8/19/2024	INK CREDIBLE INC.	\$1,475.00
15586	8/12/2024	SHOEMAKER, CARSON	\$570.00
15585	8/12/2024	HASTINGS PUBLIC SCHOOLS FOUNDATION	\$2,605.50
15584	8/12/2024	ED SERV UNIT 9	\$20.00
15583	8/12/2024	DUEKER, AARON	\$125.00
15582	8/12/2024	CONRAD, ASHLEY	\$64.00
15581	8/12/2024	COMPETITIVE EDGE	\$975.00
15580	8/12/2024	BUDERUS, MANDY	\$9.92
15579	8/12/2024	BSN SPORTS, INC.	\$15,853.69
15578	8/12/2024	24 HOUR TEES	\$450.00
15577	7/18/2024	US BANK	\$469.00
15576	8/2/2024	SMALL TOWN FAMOUS-	\$732.98
15575	8/2/2024	MARQUARDT, BLAKE HS	\$310.54
15574	8/2/2024	LINCOLN EAST HIGH SCHOOL	\$175.00
15573	8/2/2024	HENLEY, WILLIAM	\$472.74
15572	8/2/2024	AWARDS UNLIMITED, INC	\$1,323.20
15571	7/25/2024	SWAY MEDICAL, INC	\$1,211.25
15570	7/25/2024	SKILLS USA	\$1,510.00
15569	7/25/2024	PASTIME LANES	\$180.00
15568	7/25/2024	NSAA	\$210.00
15567	7/25/2024	HUDL	\$16,114.84
15566	7/25/2024	HOWIES HOCKEY TAPE	\$1,635.16
15565	7/25/2024	HENLEY, WILLIAM	\$142.02
15564	7/25/2024	HARCO ATHLETIC RECONDITIONING	\$1,536.00
15563	7/25/2024	GAIL MCINNIS PRODUCTIONS	\$10,450.38
15562	7/25/2024	EDUCATIONAL THEATRE ASSN.	\$129.00
15561	7/25/2024	BSN SPORTS, INC.	\$5,142.48
15560	7/25/2024	AWARDS UNLIMITED, INC	\$89.58
15558	7/19/2024	TONY'S TACOS	\$880.00
15557	7/19/2024	STONER, MEAGAN	\$287.42
15556	7/19/2024	SPORTBOARDZ LLC	\$100.50
15555	7/19/2024	SMALL TOWN FAMOUS-	\$821.90
15554	7/19/2024	RSCHOOL TODAY (DWC)	\$595.00
15553	7/19/2024	MAYS, TATE	\$599.00
15552	7/19/2024	INK CREDIBLE INC.	\$320.00
15551	7/19/2024	HAUFF MID-AMERICA SPORTS	\$533.79
15550	7/19/2024	HARCO ATHLETIC RECONDITIONING	\$3,217.00
15549	7/19/2024	DRAMATIC PUBLISHING	\$91.95
15548	7/19/2024	CMC NEPTUNE LLC	\$1,800.00
15547	7/19/2024	CLASSIC SPORTSWEAR & AWARDS	\$302.79
15546	7/19/2024	BSN SPORTS, INC.	\$1,350.19
15545	7/19/2024	AWARDS UNLIMITED, INC	\$441.00
		TOTAL VOUCHERS	\$94,839.42
ACH	7/19/2024	US BANK	\$2,432.93
ACH	7/24/2022	AMAZON	\$1,373.66
		TOTAL ACH	\$3,806.59
		TOTAL EXPENDITURES	\$98,646.01

PARENTAL INVOLVEMENT IN THE SCHOOLS

It is the policy of the Hastings Public Schools, District No. 18, to encourage parental involvement and participation in the School District and to provide parents with access to all textbooks, tests, curriculum materials, and any other instructional materials used by the school.

It shall further be the policy of the District that educational decisions of the professional staff, administration, and Board of Education take into consideration when, and to the extent they deem appropriate, information from parents as to any concerns, objections, or other information such parents would wish to provide to the School District concerning parents' access, involvement, and participation in all activities of the school as it relates to the students of the District.

This policy and any corresponding policy and/or rule shall be reviewed annually by the Board of Education.

Cross Reference:	507.01	Student Records Access
	611.01	Student Progress Reports
	1002	District Annual Report
	1005.01	Public Complaints

Approved 12-16-02 Reviewed 8-18-03, 8-16-04, 8-15-05, 8-21-06, 8-20-07,
8-18-08, 8-17-09, 07-19-10, 7-14-11, 7-12-12 Revised _____

HASTINGS PUBLIC SCHOOLS

PARENT AND FAMILY ENGAGEMENT

The Parent and Family Engagement Policy has been adopted to encourage parental and family involvement with the school. This policy reflects the input of parents. It is to be updated annually and distributed to parents and family members in an understandable and uniform format. Given this policy, the following policies, rules, and regulations shall apply:

1. In the event any parent has a complaint or objection to any instructional materials, the procedures of Policy 606.03 shall be followed. Parents shall be provided, upon request, a listing of textbooks, standardized tests, and copyrighted curriculum materials that will be used with reference to their child during the current or upcoming year. Teachers shall also, upon request, discuss curriculum and the use of presentations by non-district personnel planned for the student with the parents.
2. It shall be the practice of the District, upon reasonable advance request by parents to attend and monitor courses, assemblies, counseling sessions, and other instructional activities, to permit such parents to be in attendance at such activities, unless such attendance would substantially interfere with a legitimate school interest. (See Board of Education Policy 1005.07 and 1005.08). Notice of field trips shall be provided according to the provisions of Administrative Rule 607.05.
3. It shall be the practice of the District to encourage communications from parents concerning when they believe it to be appropriate for their child to be excused from testing, classroom instruction, and other school experiences that the parents may find objectionable. Provisions for such may be found under Policy 504.01.
4. At the beginning of each school year, if the District receives Title I funding, the District shall notify parents of each student attending any school receiving Title I funds that the parents may request, and the District will provide the parents on request, and in a timely manner, information regarding the professional qualifications of the student's classroom teachers, including at a minimum, the following:
 - (A) Whether the student's teacher –
 - (1) has met State qualification and licensing criteria for the grade levels and subject areas in which the teacher provides instruction;
 - (2) is teaching under emergency or other provisional status through which State qualification or licensing criteria have been waived; and
 - (3) is teaching in the field of discipline of the certification of the teacher.

(B) Whether the child is provided services by paraprofessionals and, if so, their qualifications.

5. At the beginning of each school year, if the District receives Title I funding, the District shall notify parents of each student attending any school receiving Title I funds that the parents may request, and the District will provide the parents on request, and in a timely manner, information regarding any State or District-wide assessments, including the District's policy and procedure on the parental right to opt the child out of such assessment(s). The District shall also make widely available through public means (including by posting in a clear and easily accessible manner on the District's website) information on each State or District-wide assessment, including: the subject to be assessed; the purpose for which the assessment is designed and used; the source of the requirement for the assessment; the amount of time students will spend taking the assessment; the schedule for the assessment; and the time and format for disseminating results.
6. Parents and family members of all students are welcomed and encouraged to become involved with their child's school and education; this includes parents and family members that have limited English proficiency, limited literacy, are economically disadvantaged, have disabilities, racial, or ethnic minority background or are migratory children. The District will also inform parents of opportunities to participate in various school programs as set forth in the ESSA, in a language the parents can understand.
7. It shall be the practice of the District to provide full access to the records of students to parents, all as set forth in P.L. 79-2, 104, the Federal Education Right to Privacy Act, other applicable law, and the provisions of Board of Education Policy 507.01, during regular business hours of the school.
8. It shall be the practice of the District to notify the parents of any student who may be subjected to a standard norm-referenced and to notify the parents, when reasonable to do so, where a sample of such test might be observed and the date upon which such test will be administered. As to all testing by the District, experimental evaluation methodologies, experimental testing instruments, and any testing instrument which would tend to inquire into the values, beliefs, or privacy rights of any student shall be prohibited unless the parents consent in writing that such tests be administered to their child.

9. Prior to any school-sponsored survey being administered to the students of the District, it shall be the duty of the Superintendent or his/her designee to notify the parents of each student involved in the survey of the nature of the survey, the date and time when such survey shall be administered, and the purpose for which the results of the survey will be used from the school's perspective. Parents may excuse their child from participation in the survey by using the provisions of Policy 504.01.
10. Parents of children attending schools receiving Title I funding are to be involved in the planning, review, evaluation and improvement of the Title I Program, the Parent and Family Engagement Policy, and the School-Parent Compact at an annual parent meeting.
11. The District will coordinate and integrate parental involvement programs and activities with other federal, state and local programs that encourage and support parents in more fully participating in the education of their children.

Legal Reference: ESSA

Approved 12-16-02 Reviewed 8-18-03, 8-16-04, 8-15-05, 8-21-06, 8-20-07, 8-18-08, 8-17-09, 07-19-10, 06-20-11, 7-17-17, 11-20-17, 12-18-17 Revised 07-19-10, 07-18-11, 7/17/17, 12-18-17

HASTINGS PUBLIC SCHOOLS

HPS Certificated Employee Professional Growth List

Policy 409.01

Nebraska School District Plans, Policies, & Annual Training Requirements (alphabetically)

Training Type	Rule/Law	Description	Requirements
Behavioral Intervention Training & Teacher Support Act (required 2025/2026)	<p>Nebraska Revised Statute 79-2,137:</p> <p>This statute requires schools to adopt policies for managing student behavior, including training on behavioral interventions.</p>	<p>The Nebraska Legislature created the Behavior Intervention Training and Teacher Support Act in the spring of 2023. This act mandates that every Nebraska public school teacher, administrator, counselor, paraprofessional, and nurse receive behavioral awareness training.</p>	<p>Part 1: The Signs and Symptoms of Mental Health in Students. Part 2: Positive Behavioral Intervention Supports and Teaching Strategies. Part 3: Verbal Intervention and De-escalation Strategies</p> <p>Required once every 3 years</p> <p>HPS - New Teacher Classroom Management Training Building Level Professional Development - PBIS systems and training</p>
Bullying	<p>Nebraska Revised Statute 79-2,137:</p> <p>This statute mandates schools to have a bullying prevention and education policy, including staff training.</p>	<p>Employees receive training on recognizing, preventing, and addressing bullying in schools. This includes understanding the signs of bullying, intervention strategies, and creating a safe and supportive school environment.</p>	<p>Counselors teach students what it is and how to prevent bullying.</p> <p>New teacher orientation includes training covering sexual misconduct/harassment.</p> <p>Staff meetings address</p>

			bullying and harassment among staff. A policy is in place to deal with bullying or harassment.
Concussion Awareness	<p>Nebraska Revised Statute 71-9104:</p> <p>This law requires schools to provide training on concussion awareness for coaches and other relevant staff.</p>	Training includes educating staff on the signs and symptoms of concussions, proper response protocols, and return-to-play guidelines to ensure the safety of student-athletes.	First Aid & CPR training is provided to nurses, principals, coaches, and others annually.
Dating Violence Prevention	<p>Nebraska Revised Statute 79-2,140: This statute requires schools to include dating violence education in their health curriculum and training for staff.</p>	This training aims to educate staff on recognizing and preventing dating violence among students, including understanding the warning signs and providing appropriate support and resources.	<p>Counselors lessons at the middle and high school level.</p> <p>New teacher orientation includes training covering sexual misconduct/harassment.</p> <p>Staff meetings address bullying and harassment among staff. A policy is in place to deal with bullying or harassment.</p>
Drive Qualification/Operational Procedures	<p>Nebraska Administrative Code Title 92, Chapter 91:</p> <p>This regulation outlines the requirements for driver qualifications and operational procedures for school transportation (Nebraska Department of Education).</p>	This training ensures that any staff members who operate school vehicles are properly qualified and trained in safe driving practices and operational procedures to ensure student safety during transportation.	<p>DMV provides CDL licensing for school passenger vehicles.</p> <p>Bi-annual bus evacuation drills are provided at each school building.</p>

Financial Aid for Students	Nebraska Revised Statute 79-729	Beginning this school year (2024-2025), each public high school student shall complete and submit to the United State Department of Education a Free Application for Federal Student Aid before graduation from high school.	The counselor will require all students to complete the FASFA information before graduation (unless a waiver is signed).
Harassment & Discrimination	Nebraska Revised Statute 79-2,138: This statute requires schools to adopt policies and provide training to prevent harassment and discrimination.	Employees are trained on identifying, preventing, and responding to harassment and discrimination in the school environment, promoting an inclusive and respectful atmosphere.	New teacher orientation includes training covering sexual misconduct/harassment. Staff meetings address bullying and harassment among staff. A policy is in place to deal with bullying or harassment.
School Safety & Security Plan	Nebraska Revised Statute 79-2,146: This statute mandates that schools have a comprehensive safety and security plan, including training for staff.	Training involves familiarizing staff with the school's safety and security plans, including emergency procedures, lockdown drills, and crisis response strategies to ensure the safety of all students and staff.	Fire Drills - 10 per year, 2 within the first 2 weeks of school Tornado Drills - 1 per year Lockdown Drill - 1 each semester with local law enforcement
School Safety & Security Reporting System	Nebraska Revised Statute 79-2,147: This statute requires schools to implement a reporting system for safety and security	Employees are trained on how to use the reporting system for safety and security concerns, ensuring that any potential threats or incidents are promptly and properly reported	The school safety team meets to review safety procedures. These plans are reviewed regularly. Plans are submitted to HR.

	concerns and train staff on its use.	and addressed.	
Seclusion & Restraints	<p>Nebraska Revised Statute 79-2,141:</p> <p>This statute regulates the use of seclusion and physical restraints in schools and requires staff training on their appropriate use.</p>	This training covers the appropriate use of seclusion and restraints, emphasizing the importance of using these interventions only when necessary and in compliance with legal and ethical standards.	MANDT training annually for employees who work with special education students with additional needs.
Seizure Safe Schools Act	<p>Nebraska Revised Statute 79-3201:</p> <p>This law mandates training for school personnel on seizure recognition and response, including the administration of seizure medications.</p>	Staff receive training on recognizing and responding to seizures, including the administration of emergency medications and the implementation of individualized seizure action plans for students with epilepsy.	First Aid & CPR training for nurses, secretaries, and specific staff members
SRO (School Resource Officer) Training	<p>Nebraska Revised Statute 79-2704:</p> <p>This statute requires SROs to undergo specific training focused on school-based law enforcement, including child development and de-escalation techniques.</p>	SROs undergo specialized training to understand their role in the school setting, including student rights, de-escalation techniques, and building positive relationships with students.	Hastings Police Department trains individuals
State Assessments	<p>Nebraska Revised Statute 79-760.03:</p> <p>This law requires training for</p>	Training ensures that teachers and staff are knowledgeable about state assessment protocols, including	The Curriculum Director and building principal lead all assessment proctors through assessment security and

	educators on the administration and security of state assessments.	administering tests, maintaining test security, and accurately reporting student performance data.	administration training.
Suicide Prevention	<p>Nebraska Revised Statute 79-2,146:</p> <p>This statute requires schools to provide suicide prevention training for staff as part of their safety and security plan.</p>	Employees are trained to recognize the warning signs of suicide, understand risk factors, and provide appropriate intervention and support to students in crisis.	Video series for each employee to complete annually during the fall semester.

Required Policies & Practices with “highly recommended” training (not required)

Bloodborne Pathogens	<p>Nebraska Administrative Code Title 173 - Control of Communicable Diseases:</p> <ul style="list-style-type: none"> ● Chapter 3: Exposure to Bloodborne Pathogens in the Workplace <ul style="list-style-type: none"> ○ 	<p>This training educates employees about the risks associated with exposure to bloodborne pathogens, which are infectious microorganisms in human blood that can cause disease. The training covers the following key areas:</p> <ul style="list-style-type: none"> ● Understanding Bloodborne Pathogens: Information about common pathogens such as HIV, Hepatitis B, and Hepatitis C. ● Exposure Control Plan: Procedures and 	Video series for each employee to complete annually during the fall semester.
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		<p>protocols to minimize exposure risks.</p> <ul style="list-style-type: none"> ● Personal Protective Equipment (PPE): Proper use of gloves, gowns, masks, and other protective gear. ● Safe Work Practices: Guidelines for handling sharp objects, cleaning spills, and proper disposal of contaminated materials. ● Post-Exposure Procedures: Steps to take if exposure occurs, including medical follow-up and reporting. 	
Child Abuse Reporting	<p>Nebraska Revised Statutes (Neb. Rev. Stat.):</p> <ul style="list-style-type: none"> ● Section 28-710 to 28-727: Child Protection and Family Safety Act 	<p>This training provides employees with the knowledge and skills to identify and report suspected cases of child abuse and neglect. The training includes:</p> <ul style="list-style-type: none"> ● Recognizing Signs of Abuse and Neglect: Physical, emotional, and behavioral indicators of abuse, 	<p>Annual professional development (during building staff meetings) sharing the process for reporting suspected child abuse to the DHHS Abuse Hotline.</p>

		<p>including physical abuse, sexual abuse, emotional abuse, and neglect.</p> <ul style="list-style-type: none">● Legal Responsibilities: Overview of state laws and school policies regarding mandatory reporting.● Reporting Procedures: Step-by-step instructions on how to report suspected abuse, including who to contact and what information to provide.● Confidentiality and Sensitivity: Maintaining the confidentiality of the child and family, and approaching the situation with sensitivity and care.● Supporting the Child: How to support and protect the child during and after the reporting process.	
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Community RelationsTitle IX – Procedure for Complaints of Sexual Harassment**A. Complaint Procedure - Generally**

All employees are responsible for helping to prevent sexual harassment. Employees, or students, who believe they have been subjected to, or believe they have witnessed sexual harassment should follow these procedures:

1. Directly inform the person engaging in the discrimination or harassment that such conduct is offensive and must stop.
2. For employee reporters, contact your principal or supervisor, the principal or supervisor of the offending person, or the Title IX Coordinator if you do not wish to communicate directly with the person whose conduct is offensive or if direct communication with the offending person has been ineffective.
3. Report the matter to the Title IX Coordinator if the offending conduct continues or has not been resolved to your satisfaction after you have reported the matter to a principal or supervisor.
4. For student reporters, contact any teacher, counselor, or administrator.
5. Report to the Title IX Coordinator if you are the adult to whom the student has made a report so that the matter can be properly resolved. The Title IX Coordinator may file a formal complaint and begin the following complaint procedure.

Allegations of sexual harassment or discrimination shall be investigated and, if substantiated, corrective or disciplinary action taken, up to and including dismissal from employment if the offender is an employee, or suspension and/or expulsion, if the offender is a student. Retaliatory action will not be taken against an employee or student for reporting discrimination or harassment.

B. Response to a Formal Complaint:

1. Filing Formal Complaint: An employee or student can allege sexual harassment by filing a formal complaint in writing with the Title IX Coordinator in person or by mail, or by electronic mail using the following contact information:

DIRECTOR OF SPECIAL EDUCATION
1924 WEST A STREET, HASTINGS, NE 68901
402-461-7516

The formal complaint must be signed by the complainant or by the Title IX Coordinator. **The following procedures apply only in the event that a formal complaint is filed. All other allegations of sexual harassment shall be resolved using the general complaint procedure. Any timelines set forth in the following procedures may be extended by the Title IX Coordinator with notice to the parties.**

2. Immediate Actions upon Receipt of Formal Complaint: Upon receipt of a formal complaint, the Title IX Coordinator shall provide the following to all known parties of (A): The complaint procedure as outlined in this regulation; and (B): Notice of the allegations of sexual harassment, including: (i) the identities of the parties involved, if known; and (ii) the conduct allegedly constituting sexual harassment; and (iii) the date and location of the alleged incident.

The parties to the formal complaint may select an advisor of their choice, who may be, but is not required to be, an attorney.

3. Investigation of Formal Complaint: Upon receipt of a formal complaint, the Title IX Coordinator shall notify the Investigator. The Investigator will promptly investigate all complaints of discrimination, even if an outside entity or law enforcement agency is investigating a complaint involving the same facts and allegations. The Investigator will not wait for the conclusion or outcome of a criminal investigation or proceeding to begin an investigation required by this complaint procedure. If the allegation(s) involves possible criminal conduct, the District will notify the complainant of his or her right to file a criminal complaint, and District employees will not dissuade the complainant from filing a criminal complaint either during or after the District's investigation.

The Investigator will aim to complete its investigation within a reasonable time frame, as determined by the Title IX Coordinator. The factors to determine a reasonable time frame include, but are not limited to, the allegations of the formal complaint, the number of witnesses that may need to be interviewed, and whether the police are also conducting an investigation into the allegations. The time frame originally set by the Title IX Coordinator may be extended by the Title IX Coordinator, upon notice to the parties, as he or she deems necessary to complete the investigation. Periodic status updates will be given to the parties, when appropriate.

(A) *Neutrality:* The Title IX Coordinator, investigator, decision-maker, or any person designated by the District to facilitate this complaint procedure, shall not have any conflict of interest or bias for or against complainants or respondents generally or an individual complainant

or respondent. The District shall ensure that Title IX Coordinators, investigators, decision- makers, and any persons who facilitate this complaint procedure shall receive training on the definition of sexual harassment in accordance with this regulation, the scope of the District's education program or activity, how to conduct an investigation and complaint process including hearings, appeals, and informal resolution processes, as applicable, and how to serve impartially, including by avoiding prejudgment of the fact at issue, conflicts of interest, and bias. The District shall ensure that the individuals involved in the complaint procedure receive training on issues of relevance of questions and evidence and on issues of relevance to create an investigative report that fairly summarizes relevant evidence.

(B) *Burden of Production*: It shall be the Investigator's burden to gather evidence sufficient to reach a determination regarding responsibility. To reach a determination, the investigation will include, but is not limited to:

- a. Providing the parties with the opportunity to present witnesses and provide evidence.
- b. An evaluation of all relevant information and documentation relating to the alleged discriminatory conduct.
- c. For allegations involving harassment, some of the factors the District will consider include: 1) the nature of the conduct and whether the conduct was unwelcome, 2) the surrounding circumstances, expectations, and relationships, 3) the degree to which the conduct affected one or more students' education, 4) the type, frequency, and duration of the conduct, 5) the identity of and relationship between the alleged harasser and the suspect or suspects of the harassment, 6) the number of individuals involved, 7) the age (and sex, if applicable) of the alleged harasser and the alleged victim(s) of the harassment, 8) the location of the incidents and the context in which they occurred, 9) the totality of the circumstances, and 10) other relevant evidence.
- d. A review of the evidence using a "preponderance of the evidence" standard (based on the evidence, is it more likely than not that discrimination, harassment, or retaliation occurred?)

(C) *Rights of the Parties*: The respondent is entitled to a presumption that the respondent is not responsible for the alleged conduct until a determination regarding responsibility is made at the conclusion of the complaint process.

The Investigator must provide an equal opportunity for the parties to present witnesses, including fact and expert witnesses, and other inculpatory and exculpatory evidence.

The Investigator shall not restrict the ability of either party to discuss the allegations under investigation or to gather and present relevant evidence.

The Investigator shall provide the parties with the same opportunities to have others present during any complaint proceeding, including the opportunity to be accompanied to any related meeting or proceeding by the advisor of their choice if the Investigator deems appropriate. However, the Investigator may establish restrictions regarding the extent to which the advisor may participate in the proceedings, if the restrictions apply equally to both parties.

The Investigator shall provide to all witnesses expected to attend a meeting notice of the date, time, location, participants, and purpose of all hearings within two (2) days of the meeting.

Up until the conclusion of the investigation, the parties shall have an equal opportunity to inspect and review any evidence obtained as part of the investigation that is directly related to the allegations raised in the formal complaint. This includes the evidence upon which the Investigator does not intend to rely in reaching a determination regarding responsibility and inculpatory or exculpatory evidence obtained from any source, so that each party can meaningfully respond to the evidence prior to conclusion of the investigation.

The District retains the right to place an employee on administrative leave during the pendency of an investigation. The District also retains the right to remove a student from the District's educational program prior to the conclusion of the investigation. In the event of a removal, the respondent shall have the opportunity to challenge the decision for removal.

(D) *Conclusion of Investigation:* Prior to the conclusion of the investigation, the investigator shall send each party and the party's advisor, if any, the evidence that is subject to inspection and review in an electronic format or a hard copy. The parties shall then have ten (10) days to submit a written response, which the investigator will consider.

Once the investigator has considered the written statements of the parties, if any, and any questions of the parties, if any, the investigator shall create an investigative report that fairly summarizes relevant evidence. The investigator shall then submit the written investigation report to the decision-maker. The parties shall each receive a copy of the final investigative report at the same time as the decision-maker.

4. Decision of Responsibility: The decision-maker shall review the investigative report. Prior to coming to a determination regarding responsibility, the decision-maker shall provide ten (10) days for each party to submit written, relevant questions that a party wants asked of any party or witness, provide each party with answers, and allow for additional, limited follow-up questions from each party.

Once the decision-maker has considered the written questions of the parties, if any, the decision-maker shall issue a written determination regarding responsibility by a preponderance of the evidence within a reasonable time frame as determined by the Title IX Coordinator. The decision-maker shall consider all relevant evidence, including inculpatory and exculpatory evidence, and will not consider the credibility of the evidence to be based on a person's status, such as complainant, respondent, or witness. The decision-maker shall provide the written determination to both parties simultaneously. The written determination must include:

- a. Identification of the allegations potentially constituting sexual harassment;
- b. A description of the procedural steps taken from the receipt of the formal complaint through the determination, including any notifications to the parties, interviews with parties and witnesses, site visits, and methods used to gather evidence;
- c. Findings of fact supporting the determination;

- d. Conclusions regarding the application of each recipient's code of conduct to the facts;
- e. A statement of, and rationale for, the results as to each allegation, including a determination regarding responsibility, any disciplinary sanctions the recipient imposes on the respondent, and whether remedies designed to restore or preserve equal access to the recipient's education program or activity will be provided by the recipient to the complainant; and
- f. The recipient's procedures and permissible bases for the complainant and respondent to appeal.

The Family Educational Rights and Privacy Act (FERPA), 20 U.S.C. Sec. 11232g; 34 C.F.R. Part 99, permits the District to disclose relevant information to a student who was discriminated against or harassed.

5. Supportive Measures and Disciplinary Actions:

Throughout the investigation, either party may be entitled to supportive measures. Supportive measures are non-disciplinary, non-punitive individualized services offered as appropriate, as reasonably available, and without fee or charge to the complainant or the respondent before or after the filing of a formal complaint or where no formal complaint has been filed. Such measures are designed to restore or preserve equal access to the recipient's education program or activity without unreasonably burdening the other party, including measures designed to protect the safety of all parties or the District's educational environment to deter sexual harassment.

Supportive measures may include, but are not limited to, counseling, extensions of deadlines or other course-related adjustments, modifications of work or class schedules, campus escort services, mutual restrictions on contact between the parties, changes in work or housing locations, leaves of absence, increased security and monitoring of certain areas of the campus, and other similar measures. The District shall maintain as confidential any supportive measures provided to the complainant or respondent, to the extent that maintaining such confidentiality would not impair the ability of the District to provide the supportive measures.

At the conclusion of the investigation, the decision-maker may institute disciplinary measures to the respondent if the decision-maker determines that the respondent engaged in sexual abuse or harassment. Disciplinary measures may include, but are not limited to, in-school suspension, out-of-school suspension, expulsion, and in the case of an employee, disciplinary action up to and including dismissal from employment. This policy does not limit or prohibit the District from instituting disciplinary measures if, in the course of the investigation, it determines that the complainant or respondent violated the student code of conduct.

The Title IX Coordinator is responsible for coordinating the effective implementation of supportive measures.

C. Appeals

If either party is not satisfied with the outcome of the investigation and the decision of the decision-maker, they may appeal on the following basis:

- a. Procedural irregularity that affected the outcome of the matter;
- b. New evidence, that was not reasonably available at the time the determination regarding responsibility or dismissal was made, that could affect the outcome of the matter; and
- c. The Title IX Coordinator, investigator, or decision-maker had a conflict of interest or bias for or against the complainant or respondent generally or the individual complainant or respondent that affected the outcome of the matter.

The request for an appeal shall be in writing and submitted on the appropriate document. The appeal document shall be submitted to the Superintendent of Schools.

Upon notice of an appeal by either party, the Superintendent of Schools shall notify the other party in writing when the appeal is filed and of the appeal procedures, which apply equally to both parties.

The Superintendent of Schools shall give both parties a reasonable and equal opportunity to submit a written statement in support of, or challenging the outcome.

The Superintendent of Schools shall review the investigative report, decision-maker's determination, and written statements of the parties and then issue a written decision describing the result of the appeal and the rationale for the result. The Superintendent of Schools shall provide the written decision simultaneously to both parties.

D. Informal Resolution

If a formal complaint is filed, the District may offer the complainant and respondent the opportunity to participate in an informal resolution process. The informal resolution process may take place at any time prior to reaching a determination regarding responsibility. The informal resolution process shall only take place upon:

- a. Written notice to both parties disclosing: the allegations, the requirements of the informal resolution process, including the circumstances under which it precludes the parties from resuming a formal complaint arising from the same allegations, provided, however, that at any time prior to agreeing to a resolution, any party has the right to withdraw from the resolution process and resume the complaint process with respect to the formal complaint, and any consequences resulting from participating in the informal resolution process, including the records that will be maintained or could be shared;
- b. The parties' voluntary written consent to the informal resolution process; and
- c. That the allegations of the formal complaint do not involve any allegations that an employee sexually harassed a student.

E. Record Keeping

The District will maintain relevant documentation obtained during the investigation and documentation supportive of the findings and any subsequent determinations, including the investigative report, witness statements, interview summaries, any transcripts, or audio recordings pertaining to the investigative and appeal proceedings for a period of seven (7) years.

Legal Reference: Title IX

Date of Adoption: [Insert Date]

Title IX - Discrimination

Hastings Public Schools, in response to federal and state regulations for Title IX of the Education Amendments of 1972 - Prohibiting Sex Discrimination in Education, hereby adopts and re-affirms the following policy:

- 1) The Board of Education affirms its intent to comply with provisions of Title IX - Prohibiting Sex Discrimination in Education.
- 2) The publication of this statement re-affirms the District's efforts to comply with Title IX to inform citizens of non-discriminatory practices in the dissemination process.
- 3) The Board of Education hereby authorizes and directs the Superintendent of Schools, in conjunction with relevant personnel as determined by the Superintendent, to adopt and publish grievance procedures providing for prompt and equitable resolution of complaints of sex discrimination in the District. Such grievance procedures shall be developed and be made publicly available, and such forms as needed shall be developed and made available to the public.
- 4) The grievance procedures adopted and implemented by the Superintendent shall be followed by all individuals with concerns about discriminatory practices in the District, including suspected sex discrimination.

Legal Reference: Title IX

Approved: 11/18/02

Reviewed: 09/10/2020; 06/09/2022; 08/19/2024

Revised: 09/14/2020; 06/13/2022; 09/16/2024

HASTINGS PUBLIC SCHOOLS

Procedures for Complaints of Sex Discrimination

A. Complaint Procedure - Generally

All employees are responsible for helping to prevent discrimination on the basis of sex. Employees, or students who believe they have been subjected to, or believe they have witnessed, discrimination on the basis of sex should contact the Title IX Coordinator.

The following individuals may file a complaint alleging sex-discrimination:

- a. A student or employee of Hastings Public Schools who is alleged to have been subjected to conduct that could constitute discrimination on the basis of sex.
- b. A parent, guardian, or other authorized legal representative with the legal right to act on behalf of a complainant; or
- c. The District's Title IX Coordinator(s).

Anyone making a claim of discrimination must submit the complaint in writing to the Title IX Coordinator using the following contact information:

TITLE IX COORDINATOR CONTACT INFORMATION
Director of Special Education and/or Director of Learning & Support
1515 W. 8th Street
Hastings, NE 68901
402-461-7500

Complaints of discrimination on the basis of sex shall be investigated and, if substantiated, corrective or disciplinary action taken, up to and including dismissal from employment if the offender is an employee, or suspension and/or expulsion if the offender is a student. Retaliatory action will not be taken against an employee or student for reporting discrimination.

The following will apply to all investigations of sex-discrimination, pursuant to this procedure:

- a. The District will treat complainants (the employee, student, or representative making the claim) and respondents (those accused of sex discrimination) equitably.
- b. The District will not permit any Title IX Coordinator, investigator, or decisionmaker to have a conflict of interest or bias for or against any complainant or respondent.
- c. The District will ensure that the Title IX Coordinator, investigator, and decisionmaker will not predetermine or presume that the respondent is responsible for the alleged sex-based discrimination until a determination is made at the conclusion of the investigation process.

- d. The District will take reasonable steps to protect the privacy of the parties and witnesses during the grievance process. These steps will not restrict the ability of the parties to obtain and present information, including speaking to witnesses, consulting with their family members, confidential resources, or advisors; or otherwise preparing for or participating in the grievance procedures.
- e. The District will not allow the parties to engage in retaliation.
- f. The District will objectively evaluate all evidence that is relevant and not otherwise impermissible, including both inculpatory and exculpatory evidence. Credibility determinations will not be based on a person's status as a complainant, respondent, or witness.

B. Investigation Process

When the Title IX Coordinator receives or initiates a complaint of possible sex discrimination in the District, the Coordinator shall designate a District employee to initiate an investigation. The Title IX Coordinator may designate themselves as the investigator. Within a reasonable time after receipt of a complaint under this procedure, the Title IX Coordinator shall provide the following to all known parties (A) a copy of this complaint procedure; (B) notice of the allegations of sex-based discrimination including (i) the identities of the parties involved, if known, (ii) the conduct allegedly constituting sex-based discrimination and (iii) the date and location of the alleged incident; (C) notice that retaliation is prohibited; (D) the identity and contact information for the investigator; and (E) notice that the parties are entitled to an equal opportunity to access the relevant and not otherwise impermissible evidence.

After the investigator has been designated to investigate a complaint, the investigator shall then promptly gather evidence sufficient to reach a determination regarding whether the complaint is substantiated or not. To reach a determination, the investigation should generally include, but is not limited to:

- a. Providing the parties with the opportunity to present witnesses and provide pertinent information.
- b. An evaluation of all relevant information and documentation relating to the alleged discriminatory conduct.

The Investigator will aim to complete its investigation within a reasonable timeframe as determined by the Investigator.

At the end of the investigation, the investigator shall make findings and a determination of what occurred. The determination shall be based upon a "preponderance of the evidence" standard (based on the evidence, is it more likely than not that discrimination occurred?).

During an investigation, the Title IX Coordinator or designee may place an employee on administrative leave during the pendency of the investigation. The Title IX

Coordinator or designee may also remove a student from the educational program during the investigation.

Before the end of the investigation, the investigator shall provide a copy of the evidence to both the complainant and respondent and allow both sides to provide an opportunity to submit any additional evidence.

Throughout the investigation, either party may be entitled to supportive measures. Supportive measures are non-disciplinary, non-punitive individualized services offered as appropriate, as reasonably available, and without fee or charge to the complainant or the respondent before or after the filing of a formal complaint or where no formal complaint has been filed.

Supportive measures may include, but are not limited to, counseling, extensions of deadlines or other course-related adjustments, modifications of work or class schedules, campus escort services, mutual restrictions on contact between the parties, changes in work or housing locations, leaves of absence, increased security and monitoring of certain areas of the campus and other similar measures. The District shall maintain as confidential any supportive measures provided to the complainant or respondent to the extent that maintaining such confidentiality would not impair the ability of the District to provide the supportive measures.

C. Resolution of Complaints

Once the investigator has completed his or her investigation, the investigator shall prepare a report of their investigation and a determination of what occurred. The determination shall include an assessment of whether the investigator determines that the complaint is wholly substantiated, partially substantiated, or not substantiated. After the report has been finalized, the investigator shall submit the report to the Title IX Coordinator. If the Title IX Coordinator conducts the investigation, the Title IX Coordinator shall submit the evidence and report to a different administrator in the District.

The Title IX Coordinator (or other administrator) shall then review the report, along with all evidence gathered by the investigator, to determine whether the investigator followed the grievance procedures, considered the appropriate evidence, did not consider any inappropriate evidence, ensured all parties and witnesses were provided due process, and otherwise confirm that the investigation was handled properly. The Title IX Coordinator (or other administrator) shall also independently assess whether the investigator's conclusions were supported by the evidence and otherwise equitable. Based upon the Title IX Coordinator's review and independent conclusion, the Title IX Coordinator shall have the authority to initiate any appropriate remedial measures, which may include termination of employment, expulsion or suspension from school, or other disciplinary actions.

D. Appeal of Decision

A complainant or respondent who disagrees with the Title IX Coordinator's decision may appeal the decision to the Superintendent of Schools. Any appeal must be in writing and submitted to the Superintendent within five school days of the date of the decision. The Superintendent shall then promptly review the evidence and determine whether the Title IX Coordinator's decision was correct. The Superintendent has the authority to reverse or modify the Title IX Coordinator's decision and take any other steps necessary to ensure that the Title IX Coordinator's decision was correct. After the Superintendent has made a final determination, the Superintendent shall notify both the complainant and respondent in writing of the Superintendent's decision. No further appeal may be made beyond the Superintendent.

E. Record Keeping

The District will maintain relevant documentation obtained during the investigation and findings, supportive measures, and disciplinary sanctions for a period of seven years.

Legal Reference: Title IX

Approved: 11/18/02

Reviewed: 09/10/2020; 06/09/2022; 08/19/2024

Revised: 09/14/2020; 06/13/2022; 09/16/2024

HASTINGS PUBLIC SCHOOLS

Community RelationsTitle IX – Procedure for Complaints of Sexual Harassment**A. Complaint Procedure - Generally**

All employees are responsible for helping to prevent sexual harassment. Employees, or students, who believe they have been subjected to, or believe they have witnessed sexual harassment should follow these procedures:

1. Directly inform the person engaging in the discrimination or harassment that such conduct is offensive and must stop.
2. For employee reporters, contact your principal or supervisor, the principal or supervisor of the offending person, or the Title IX Coordinator if you do not wish to communicate directly with the person whose conduct is offensive or if direct communication with the offending person has been ineffective.
3. Report the matter to the Title IX Coordinator if the offending conduct continues or has not been resolved to your satisfaction after you have reported the matter to a principal or supervisor.
4. For student reporters, contact any teacher, counselor, or administrator.
5. Report to the Title IX Coordinator if you are the adult to whom the student has made a report so that the matter can be properly resolved. The Title IX Coordinator may file a formal complaint and begin the following complaint procedure.

Allegations of sexual harassment or discrimination shall be investigated and, if substantiated, corrective or disciplinary action taken, up to and including dismissal from employment if the offender is an employee, or suspension and/or expulsion, if the offender is a student. Retaliatory action will not be taken against an employee or student for reporting discrimination or harassment.

B. Response to a Formal Complaint:

1. Filing Formal Complaint: An employee or student can allege sexual harassment by filing a formal complaint in writing with the Title IX Coordinator in person or by mail, or by electronic mail using the following contact information:

DIRECTOR OF SPECIAL EDUCATION
1924 WEST A STREET, HASTINGS, NE 68901
402-461-7516

The formal complaint must be signed by the complainant or by the Title IX Coordinator. **The following procedures apply only in the event that a formal complaint is filed. All other allegations of sexual harassment shall be resolved using the general complaint procedure. Any timelines set forth in the following procedures may be extended by the Title IX Coordinator with notice to the parties.**

2. Immediate Actions upon Receipt of Formal Complaint: Upon receipt of a formal complaint, the Title IX Coordinator shall provide the following to all known parties of (A): The complaint procedure as outlined in this regulation; and (B): Notice of the allegations of sexual harassment, including: (i) the identities of the parties involved, if known; and (ii) the conduct allegedly constituting sexual harassment; and (iii) the date and location of the alleged incident.

The parties to the formal complaint may select an advisor of their choice, who may be, but is not required to be, an attorney.

3. Investigation of Formal Complaint: Upon receipt of a formal complaint, the Title IX Coordinator shall notify the Investigator. The Investigator will promptly investigate all complaints of discrimination, even if an outside entity or law enforcement agency is investigating a complaint involving the same facts and allegations. The Investigator will not wait for the conclusion or outcome of a criminal investigation or proceeding to begin an investigation required by this complaint procedure. If the allegation(s) involves possible criminal conduct, the District will notify the complainant of his or her right to file a criminal complaint, and District employees will not dissuade the complainant from filing a criminal complaint either during or after the District's investigation.

The Investigator will aim to complete its investigation within a reasonable time frame, as determined by the Title IX Coordinator. The factors to determine a reasonable time frame include, but are not limited to, the allegations of the formal complaint, the number of witnesses that may need to be interviewed, and whether the police are also conducting an investigation into the allegations. The time frame originally set by the Title IX Coordinator may be extended by the Title IX Coordinator, upon notice to the parties, as he or she deems necessary to complete the investigation. Periodic status updates will be given to the parties, when appropriate.

(A) *Neutrality:* The Title IX Coordinator, investigator, decision-maker, or any person designated by the District to facilitate this complaint procedure, shall not have any conflict of interest or bias for or against complainants or respondents generally or an individual complainant

or respondent. The District shall ensure that Title IX Coordinators, investigators, decision- makers, and any persons who facilitate this complaint procedure shall receive training on the definition of sexual harassment in accordance with this regulation, the scope of the District's education program or activity, how to conduct an investigation and complaint process including hearings, appeals, and informal resolution processes, as applicable, and how to serve impartially, including by avoiding prejudgment of the fact at issue, conflicts of interest, and bias. The District shall ensure that the individuals involved in the complaint procedure receive training on issues of relevance of questions and evidence and on issues of relevance to create an investigative report that fairly summarizes relevant evidence.

(B) *Burden of Production*: It shall be the Investigator's burden to gather evidence sufficient to reach a determination regarding responsibility. To reach a determination, the investigation will include, but is not limited to:

- a. Providing the parties with the opportunity to present witnesses and provide evidence.
- b. An evaluation of all relevant information and documentation relating to the alleged discriminatory conduct.
- c. For allegations involving harassment, some of the factors the District will consider include: 1) the nature of the conduct and whether the conduct was unwelcome, 2) the surrounding circumstances, expectations, and relationships, 3) the degree to which the conduct affected one or more students' education, 4) the type, frequency, and duration of the conduct, 5) the identity of and relationship between the alleged harasser and the suspect or suspects of the harassment, 6) the number of individuals involved, 7) the age (and sex, if applicable) of the alleged harasser and the alleged victim(s) of the harassment, 8) the location of the incidents and the context in which they occurred, 9) the totality of the circumstances, and 10) other relevant evidence.
- d. A review of the evidence using a "preponderance of the evidence" standard (based on the evidence, is it more likely than not that discrimination, harassment, or retaliation occurred?)

(C) *Rights of the Parties*: The respondent is entitled to a presumption that the respondent is not responsible for the alleged conduct until a determination regarding responsibility is made at the conclusion of the complaint process.

The Investigator must provide an equal opportunity for the parties to present witnesses, including fact and expert witnesses, and other inculpatory and exculpatory evidence.

The Investigator shall not restrict the ability of either party to discuss the allegations under investigation or to gather and present relevant evidence.

The Investigator shall provide the parties with the same opportunities to have others present during any complaint proceeding, including the opportunity to be accompanied to any related meeting or proceeding by the advisor of their choice if the Investigator deems appropriate. However, the Investigator may establish restrictions regarding the extent to which the advisor may participate in the proceedings, if the restrictions apply equally to both parties.

The Investigator shall provide to all witnesses expected to attend a meeting notice of the date, time, location, participants, and purpose of all hearings within two (2) days of the meeting.

Up until the conclusion of the investigation, the parties shall have an equal opportunity to inspect and review any evidence obtained as part of the investigation that is directly related to the allegations raised in the formal complaint. This includes the evidence upon which the Investigator does not intend to rely in reaching a determination regarding responsibility and inculpatory or exculpatory evidence obtained from any source, so that each party can meaningfully respond to the evidence prior to conclusion of the investigation.

The District retains the right to place an employee on administrative leave during the pendency of an investigation. The District also retains the right to remove a student from the District's educational program prior to the conclusion of the investigation. In the event of a removal, the respondent shall have the opportunity to challenge the decision for removal.

(D) *Conclusion of Investigation:* Prior to the conclusion of the investigation, the investigator shall send each party and the party's advisor, if any, the evidence that is subject to inspection and review in an electronic format or a hard copy. The parties shall then have ten (10) days to submit a written response, which the investigator will consider.

Once the investigator has considered the written statements of the parties, if any, and any questions of the parties, if any, the investigator shall create an investigative report that fairly summarizes relevant evidence. The investigator shall then submit the written investigation report to the decision-maker. The parties shall each receive a copy of the final investigative report at the same time as the decision-maker.

4. Decision of Responsibility: The decision-maker shall review the investigative report. Prior to coming to a determination regarding responsibility, the decision-maker shall provide ten (10) days for each party to submit written, relevant questions that a party wants asked of any party or witness, provide each party with answers, and allow for additional, limited follow-up questions from each party.

Once the decision-maker has considered the written questions of the parties, if any, the decision-maker shall issue a written determination regarding responsibility by a preponderance of the evidence within a reasonable time frame as determined by the Title IX Coordinator. The decision-maker shall consider all relevant evidence, including inculpatory and exculpatory evidence, and will not consider the credibility of the evidence to be based on a person's status, such as complainant, respondent, or witness. The decision-maker shall provide the written determination to both parties simultaneously. The written determination must include:

- a. Identification of the allegations potentially constituting sexual harassment;
- b. A description of the procedural steps taken from the receipt of the formal complaint through the determination, including any notifications to the parties, interviews with parties and witnesses, site visits, and methods used to gather evidence;
- c. Findings of fact supporting the determination;

- d. Conclusions regarding the application of each recipient's code of conduct to the facts;
- e. A statement of, and rationale for, the results as to each allegation, including a determination regarding responsibility, any disciplinary sanctions the recipient imposes on the respondent, and whether remedies designed to restore or preserve equal access to the recipient's education program or activity will be provided by the recipient to the complainant; and
- f. The recipient's procedures and permissible bases for the complainant and respondent to appeal.

The Family Educational Rights and Privacy Act (FERPA), 20 U.S.C. Sec. 11232g; 34 C.F.R. Part 99, permits the District to disclose relevant information to a student who was discriminated against or harassed.

5. Supportive Measures and Disciplinary Actions:

Throughout the investigation, either party may be entitled to supportive measures. Supportive measures are non-disciplinary, non-punitive individualized services offered as appropriate, as reasonably available, and without fee or charge to the complainant or the respondent before or after the filing of a formal complaint or where no formal complaint has been filed. Such measures are designed to restore or preserve equal access to the recipient's education program or activity without unreasonably burdening the other party, including measures designed to protect the safety of all parties or the District's educational environment to deter sexual harassment.

Supportive measures may include, but are not limited to, counseling, extensions of deadlines or other course-related adjustments, modifications of work or class schedules, campus escort services, mutual restrictions on contact between the parties, changes in work or housing locations, leaves of absence, increased security and monitoring of certain areas of the campus, and other similar measures. The District shall maintain as confidential any supportive measures provided to the complainant or respondent, to the extent that maintaining such confidentiality would not impair the ability of the District to provide the supportive measures.

At the conclusion of the investigation, the decision-maker may institute disciplinary measures to the respondent if the decision-maker determines that the respondent engaged in sexual abuse or harassment. Disciplinary measures may include, but are not limited to, in-school suspension, out-of-school suspension, expulsion, and in the case of an employee, disciplinary action up to and including dismissal from employment. This policy does not limit or prohibit the District from instituting disciplinary measures if, in the course of the investigation, it determines that the complainant or respondent violated the student code of conduct.

The Title IX Coordinator is responsible for coordinating the effective implementation of supportive measures.

C. Appeals

If either party is not satisfied with the outcome of the investigation and the decision of the decision-maker, they may appeal on the following basis:

- a. Procedural irregularity that affected the outcome of the matter;
- b. New evidence, that was not reasonably available at the time the determination regarding responsibility or dismissal was made, that could affect the outcome of the matter; and
- c. The Title IX Coordinator, investigator, or decision-maker had a conflict of interest or bias for or against the complainant or respondent generally or the individual complainant or respondent that affected the outcome of the matter.

The request for an appeal shall be in writing and submitted on the appropriate document. The appeal document shall be submitted to the Superintendent of Schools.

Upon notice of an appeal by either party, the Superintendent of Schools shall notify the other party in writing when the appeal is filed and of the appeal procedures, which apply equally to both parties.

The Superintendent of Schools shall give both parties a reasonable and equal opportunity to submit a written statement in support of, or challenging the outcome.

The Superintendent of Schools shall review the investigative report, decision-maker's determination, and written statements of the parties and then issue a written decision describing the result of the appeal and the rationale for the result. The Superintendent of Schools shall provide the written decision simultaneously to both parties.

D. Informal Resolution

If a formal complaint is filed, the District may offer the complainant and respondent the opportunity to participate in an informal resolution process. The informal resolution process may take place at any time prior to reaching a determination regarding responsibility. The informal resolution process shall only take place upon:

- a. Written notice to both parties disclosing: the allegations, the requirements of the informal resolution process, including the circumstances under which it precludes the parties from resuming a formal complaint arising from the same allegations, provided, however, that at any time prior to agreeing to a resolution, any party has the right to withdraw from the resolution process and resume the complaint process with respect to the formal complaint, and any consequences resulting from participating in the informal resolution process, including the records that will be maintained or could be shared;
- b. The parties' voluntary written consent to the informal resolution process; and
- c. That the allegations of the formal complaint do not involve any allegations that an employee sexually harassed a student.

E. Record Keeping

The District will maintain relevant documentation obtained during the investigation and documentation supportive of the findings and any subsequent determinations, including the investigative report, witness statements, interview summaries, any transcripts, or audio recordings pertaining to the investigative and appeal proceedings for a period of seven (7) years.

Legal Reference: Title IX

Date of Adoption: [Insert Date]

Title IX - Discrimination

Hastings Public Schools, in response to federal and state regulations for Title IX of the Education Amendments of 1972 - Prohibiting Sex Discrimination in Education, hereby adopts and re-affirms the following policy:

- 1) The Board of Education affirms its intent to comply with provisions of Title IX - Prohibiting Sex Discrimination in Education.
- 2) The publication of this statement re-affirms the District's efforts to comply with Title IX to inform citizens of non-discriminatory practices in the dissemination process.
- 3) The Board of Education hereby authorizes and directs the Superintendent of Schools, in conjunction with relevant personnel as determined by the Superintendent, to adopt and publish grievance procedures providing for prompt and equitable resolution of complaints of sex discrimination in the District. Such grievance procedures shall be developed and be made publicly available, and such forms as needed shall be developed and made available to the public.
- 4) The grievance procedures adopted and implemented by the Superintendent shall be followed by all individuals with concerns about discriminatory practices in the District, including suspected sex discrimination.

Legal Reference: Title IX

Approved: 11/18/02

Reviewed: 09/10/2020; 06/09/2022; 08/19/2024

Revised: 09/14/2020; 06/13/2022; 09/16/2024

HASTINGS PUBLIC SCHOOLS

Procedures for Complaints of Sex Discrimination

A. Complaint Procedure - Generally

All employees are responsible for helping to prevent discrimination on the basis of sex. Employees, or students who believe they have been subjected to, or believe they have witnessed, discrimination on the basis of sex should contact the Title IX Coordinator.

The following individuals may file a complaint alleging sex-discrimination:

- a. A student or employee of Hastings Public Schools who is alleged to have been subjected to conduct that could constitute discrimination on the basis of sex.
- b. A parent, guardian, or other authorized legal representative with the legal right to act on behalf of a complainant; or
- c. The District's Title IX Coordinator(s).

Anyone making a claim of discrimination must submit the complaint in writing to the Title IX Coordinator using the following contact information:

TITLE IX COORDINATOR CONTACT INFORMATION
Director of Special Education and/or Director of Learning & Support
1515 W. 8th Street
Hastings, NE 68901
402-461-7500

Complaints of discrimination on the basis of sex shall be investigated and, if substantiated, corrective or disciplinary action taken, up to and including dismissal from employment if the offender is an employee, or suspension and/or expulsion if the offender is a student. Retaliatory action will not be taken against an employee or student for reporting discrimination.

The following will apply to all investigations of sex-discrimination, pursuant to this procedure:

- a. The District will treat complainants (the employee, student, or representative making the claim) and respondents (those accused of sex discrimination) equitably.
- b. The District will not permit any Title IX Coordinator, investigator, or decisionmaker to have a conflict of interest or bias for or against any complainant or respondent.
- c. The District will ensure that the Title IX Coordinator, investigator, and decisionmaker will not predetermine or presume that the respondent is responsible for the alleged sex-based discrimination until a determination is made at the conclusion of the investigation process.

- d. The District will take reasonable steps to protect the privacy of the parties and witnesses during the grievance process. These steps will not restrict the ability of the parties to obtain and present information, including speaking to witnesses, consulting with their family members, confidential resources, or advisors; or otherwise preparing for or participating in the grievance procedures.
- e. The District will not allow the parties to engage in retaliation.
- f. The District will objectively evaluate all evidence that is relevant and not otherwise impermissible, including both inculpatory and exculpatory evidence. Credibility determinations will not be based on a person's status as a complainant, respondent, or witness.

B. Investigation Process

When the Title IX Coordinator receives or initiates a complaint of possible sex discrimination in the District, the Coordinator shall designate a District employee to initiate an investigation. The Title IX Coordinator may designate themselves as the investigator. Within a reasonable time after receipt of a complaint under this procedure, the Title IX Coordinator shall provide the following to all known parties (A) a copy of this complaint procedure; (B) notice of the allegations of sex-based discrimination including (i) the identities of the parties involved, if known, (ii) the conduct allegedly constituting sex-based discrimination and (iii) the date and location of the alleged incident; (C) notice that retaliation is prohibited; (D) the identity and contact information for the investigator; and (E) notice that the parties are entitled to an equal opportunity to access the relevant and not otherwise impermissible evidence.

After the investigator has been designated to investigate a complaint, the investigator shall then promptly gather evidence sufficient to reach a determination regarding whether the complaint is substantiated or not. To reach a determination, the investigation should generally include, but is not limited to:

- a. Providing the parties with the opportunity to present witnesses and provide pertinent information.
- b. An evaluation of all relevant information and documentation relating to the alleged discriminatory conduct.

The Investigator will aim to complete its investigation within a reasonable timeframe as determined by the Investigator.

At the end of the investigation, the investigator shall make findings and a determination of what occurred. The determination shall be based upon a "preponderance of the evidence" standard (based on the evidence, is it more likely than not that discrimination occurred?).

During an investigation, the Title IX Coordinator or designee may place an employee on administrative leave during the pendency of the investigation. The Title IX

Coordinator or designee may also remove a student from the educational program during the investigation.

Before the end of the investigation, the investigator shall provide a copy of the evidence to both the complainant and respondent and allow both sides to provide an opportunity to submit any additional evidence.

Throughout the investigation, either party may be entitled to supportive measures. Supportive measures are non-disciplinary, non-punitive individualized services offered as appropriate, as reasonably available, and without fee or charge to the complainant or the respondent before or after the filing of a formal complaint or where no formal complaint has been filed.

Supportive measures may include, but are not limited to, counseling, extensions of deadlines or other course-related adjustments, modifications of work or class schedules, campus escort services, mutual restrictions on contact between the parties, changes in work or housing locations, leaves of absence, increased security and monitoring of certain areas of the campus and other similar measures. The District shall maintain as confidential any supportive measures provided to the complainant or respondent to the extent that maintaining such confidentiality would not impair the ability of the District to provide the supportive measures.

C. Resolution of Complaints

Once the investigator has completed his or her investigation, the investigator shall prepare a report of their investigation and a determination of what occurred. The determination shall include an assessment of whether the investigator determines that the complaint is wholly substantiated, partially substantiated, or not substantiated. After the report has been finalized, the investigator shall submit the report to the Title IX Coordinator. If the Title IX Coordinator conducts the investigation, the Title IX Coordinator shall submit the evidence and report to a different administrator in the District.

The Title IX Coordinator (or other administrator) shall then review the report, along with all evidence gathered by the investigator, to determine whether the investigator followed the grievance procedures, considered the appropriate evidence, did not consider any inappropriate evidence, ensured all parties and witnesses were provided due process, and otherwise confirm that the investigation was handled properly. The Title IX Coordinator (or other administrator) shall also independently assess whether the investigator's conclusions were supported by the evidence and otherwise equitable. Based upon the Title IX Coordinator's review and independent conclusion, the Title IX Coordinator shall have the authority to initiate any appropriate remedial measures, which may include termination of employment, expulsion or suspension from school, or other disciplinary actions.

D. Appeal of Decision

A complainant or respondent who disagrees with the Title IX Coordinator's decision may appeal the decision to the Superintendent of Schools. Any appeal must be in writing and submitted to the Superintendent within five school days of the date of the decision. The Superintendent shall then promptly review the evidence and determine whether the Title IX Coordinator's decision was correct. The Superintendent has the authority to reverse or modify the Title IX Coordinator's decision and take any other steps necessary to ensure that the Title IX Coordinator's decision was correct. After the Superintendent has made a final determination, the Superintendent shall notify both the complainant and respondent in writing of the Superintendent's decision. No further appeal may be made beyond the Superintendent.

E. Record Keeping

The District will maintain relevant documentation obtained during the investigation and findings, supportive measures, and disciplinary sanctions for a period of seven years.

Legal Reference: Title IX

Approved: 11/18/02

Reviewed: 09/10/2020; 06/09/2022; 08/19/2024

Revised: 09/14/2020; 06/13/2022; 09/16/2024

HASTINGS PUBLIC SCHOOLS

School Trip Proposal - Lone Star Invitational for the HHS Showchoir

To the school board and administration,

Overview:

I am writing to seek approval for an exciting opportunity for our showchoir students to attend the Lone Star Invitational, a prestigious competition in Fort Worth, TX. The event will provide invaluable experience and exposure for our students, fostering their growth and enthusiasm in the performing arts. Groups attending will be from Alabama, Mississippi, Oklahoma, Texas, and hopefully, Nebraska. This trip is scheduled from February 28th to March 2nd, 2025.

Trip Details:

Travel Dates: February 28th to March 2nd, 2025

Destination: Fort Worth, TX

Event: Lonestar Invitational - Central High School

Schedule:

Day 1: February 28, 2025

- Departure from HHS: 8:00 AM
- Transportation: Windstar Lines Charter Buss and 2 HPS Vans
- Hotel: SpringHill Suites Fort Worth Historic Stockyards
- Evening Activity - TBD

Day 2: March 1, 2025

- Event: Lonestar Invitational Competition - All Day
- Accommodation: SpringHill Suites Fort Worth Historic Stockyards

Day 3: March 2, 2025

- Departure Home: 10:00 AM
- Return Travel: Windstar Lines Charter Buss and 2 HPS Vans

Accommodation:

We will be staying at SpringHill Suites Fort Worth Historic Stockyards. The hotel offers comfortable accommodations and is conveniently located near the competition venue. The cost for lodging is included in the trip fee, calculated at 4 students per room.

Transportation:

We will be chartering one 56 passenger bus from Windstar Lines for \$10,837.64. Additionally, we will be requesting to use two of the district's Ford Transit Vans.

Cost:

Total Trip Cost Per Person: \$350

- This fee covers transportation, lodging, and all necessary meals (other than the day of the event) and one evening activity on Friday night that is still to be determined.

Fundraising Opportunities:

- In October the show choir will be working with a regional fundraising organization, Custom Fundraising Solutions (CFS), to put on a mattress fundraiser at the high school. These fundraisers have been wildly successful across the country for fine arts programs. CFS will come in and set up a mattress store in the gym at the high school. The goal is to find one community member to purchase a mattress. With profits ranging from 15-20%, the event coordinator expects us to raise around \$16,000. That comes out to about \$200 per person with only one community member per student. The hope is that each student can earn a significant amount, if not all required expenses, during this event for their trip. Any money made above a student's trip fee will be used to help fund students who will have a remaining balance.

Remaining Costs and Donations:

- In the event that there are students that don't meet the \$350 in fundraising, and are not able to pay the fee, the show choir has a savings account that can be used to offset the costs. This account is supplied by monies from other fundraisers and donations from the community. The program also has a handful of community members who have voiced their interest in sponsoring a students if needed.

Purpose and Benefits:

- 1. Enhanced Learning Experience:** Participating in the Lonestar Invitational will allow students to showcase their talents on a larger stage and gain constructive feedback from esteemed judges.
- 2. Team Building:** The trip will foster camaraderie and strengthen relationships among students, helping them work more effectively as a team.
- 3. Exposure to Professional Standards:** Students will have the chance to see performances by other high-caliber choirs that we do not usually see in the midwest, offering inspiration and insight into high-level show choir performances.
- 4. Exposure for Hastings High School:** Our choir has been invited to multiple national competitions, and this would be a great opportunity to showcase, not only our own community, but to others across the state what a great program we have here at HHS.

Safety and Supervision:

The trip will be chaperoned by 3 school staff members and parent volunteers. These adults will be responsible for the group's safety and well-being throughout the trip.

Conclusion:

The Lone Star Invitational represents a significant opportunity for our showchoir students to advance their skills nationally and gain memorable experiences. We believe the benefits of this trip will greatly contribute to their personal and artistic development. We respectfully request the school board's approval for this trip.

Thank you for considering this proposal. We look forward to your positive response.

Musically,

Christian Yost

Vocal Music Director

christian.yost@hpstigers.org

Hastings High School

To: Jeff Schneider, Superintendent

From: Trent Kelly, Director of Technology & Operations

Re: Senior High School Sprinklers

Date: 8-13-24

Cloudburst Lawn Co. (Grand Island, NE)

Repair sprinklers on the east side = \$18,000

Add Sprinklers on the east and west side of Auditorium = \$39860

Total = \$57,860

(If you want to remove the sprinklers on the east side of the Auditorium you would save \$13,400 and have a total of \$44,460).

Premier Lawn (Doniphan)

Repair sprinklers on the east side of the circle drive, add sprinklers on the east and west side of the Auditorium.

Total = \$30,400

I recommend we approve the bid of \$30,400 for the sprinklers at the Senior High School from Premier Lawn. Money to fund this purchase will come from the Cooperative Fund.

To: Jeff Schneider, Superintendent

From: Trent Kelly, Director of Technology & Operations

Re: Senior High School Sprinklers

Date: 8-13-24

-To sod entire area affected by HVAC project = \$88,200 (Cloudburst, Grand Island)

-To sod entire area affected by HVAC project = \$84,842.10
(Gideon, Wood River)

-To sod entire area affected by HVAC project = \$75,000. (Premier Lawn, Doniphan)

-To seed entire area affected by HVAC project = \$33,936 (Gideon, Wood River)

-To seed entire area affected by HVAC project = \$35,000 (Premier Lawn, Doniphan)

I recommend that we sod the entire area affected by the Senior High HVAC project and we use Premier Lawn (Doniphan). Money to fund this purchase will come from the Cooperative Fund.

Administrative Resignation/Release/Retire(s)

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

Administrative Transfer(s)

<u>Name</u>	<u>Former Assignment/Building</u>	<u>New Assignment/Building</u>	<u>Effective</u>	<u>Replaces/Reason</u>
No Transfer(s)				

Administrative New Hire(s)

<u>Name</u>	<u>Assignment/FTE/Building</u>	<u>Effective</u>	<u>Degree/Level</u>	<u>College/University</u>	<u>Replaces/Reason</u>
No New Hire(s)					

Certificated Resignation/Release(s)

<u>Name</u>	<u>Assignment/Building</u>	<u>FTE</u>	<u>Effective</u>	<u>Replaces/Reason</u>
Kinsey White	Family & Consumer Science Senior High	1		Was new hire for 24-25; cannot fill position due to Extenuating Circumstances

Certificated Transfer(s)

<u>Name</u>	<u>Former Assignment/Building</u>	<u>New Assignment/Building</u>	<u>Effective</u>	<u>Replaces/Reason</u>
Stephanie Storrs	Grade 1/Hawthorne	Kindergarten/Hawthorne	8/8/2024	Emily Struss/Transfer
Emily Struss	Kindergarten/Hawthorne	Grade 1/Hawthorne	8/8/2024	Stephanie Storrs/Transfer

Certificated New Hire(s)

<u>Name</u>	<u>Assignment/FTE/Building</u>	<u>Effective</u>	<u>Degree/Level</u>	<u>College/University</u>	<u>Replaces/Reason</u>
Yadira Colley	Kindergarten/Lincoln	8/8/2024	BA-1		Danielle Tubergen/Transfer
Emma Morrison	Grade 3/Watson	8/8/2024	BA-1		Scottie Heil/Transfer

Extra Standard Resignation/Release(s)

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

Extra Standard Transfer(s)

<u>Name</u>	<u>Former Assignment/Building</u>	<u>New Assignment/Building</u>	<u>Effective</u>	<u>Replaces/Reason</u>
No Transfer(s)				

Extra Standard New Hire(s)

<u>Name</u>	<u>Assignment/Building</u>	<u>Level</u>	<u>Effective</u>	<u>Replaces/Reason</u>
Turner Griffin	Assistant Track/Middle School	CAT I, Lvl 1	8/8/2024	Hannah Moran/Resign

Classified Resignation/Release(s)

Name	Assignment/Building	FTE	Effective	Replaces/Reason
Trey Clark	Night Custodian/Alcott/Watson	1.0	7/23/2024	Resign
Chance Kratzer	Bus Monitor/Transportation	1.0	5/22/2024	Resign
Darrell Larson	Night Custodian/Senior High	1.0	8/3/2024	Resign
Kimberly Mendoza-Zamora	Office Paraeducator/Longfellow	1.0	5/22/2024	Resign
Melissa Rowe	Skills 2 Paraeducator/Senior High	1.0	5/22/2024	Resign
Madison Sloan	Skills 2 Paraeducator/Watson	1.0	5/22/2024	Resign
Jaimie Stefka	SEBL Paraeducator/Hawthorne	1.0	5/22/2024	Resign
Tim Tippin	Skills 1 Paraeducator/Senior High	1.0	5/22/2024	Resign
Samantha Vess	Title Paraeducator/Alcott	1.0	5/22/2024	Resign
Gabrielle Wioskowski	SPED Paraeducator/Hawthorne	1.0	5/22/2024	Resign

Classified Transfer(s)

Name	Former Assignment/Building	New Assignment/Building	FTE	Effective	Replaces/Reason
Cameron Daiss	Head Night Custodian/Middle School	Skills 3 Paraeducator/Middle School	1	8/8/2024	New Position
Shayla Dunn	HR Assistant/Admin	add Smart Find duties to current assignment/Admin	1	8/8/2024	Melanie Davis/retire
Alicia O'Flannigan	SPED Paraeducator/Longfellow	Skills 3 Paraeducator/Longfellow	1	8/8/2024	Courtney Svoboda/Transfer
Kayla Sadd	SPED Paraeducator/Lincoln	Skills 3 Paraeducator/Lincoln	1	8/8/2024	New Position
Courtney Svoboda	Skills 3 Paraeducator/Longfellow	SPED Paraeducator/Longfellow	1	8/8/2024	Alicia O'Flannigan/Transfer
Peggy Thaut	Administrative Assistant I/Senior High	Administrative Assistant II/Senior High	1	8/8/2024	Reclassified due to duties and responsibilities
Sidney Waite	EL Paraeducator/Hawthorne	SPED Paraeducator/Hawthorne	1	8/8/2024	Gabrielle Wioskowski/Resign

Classified New Hire(s)

Name	Assignment/Building	FTE	Effective	Replaces/Reason
Maybell Casillas	Administrative Assistant/Alcott	1.0	8/8/2024	Abby Schneider/Resign
Faith Cleveland	Night Custodian/Alcott/Watson	1.0	TBD	Trey Clark
Alexis Dahlke	Library Paraeducator/Watson	1.0	TBD	Ken McKenzie/Transfer
Sunny Glantz	EL Paraeducator/Middle School	1.0	8/8/2024	Dora Martinez-Alvarado/Resign
Tiffany Hansen	Technology Paraeducator/Hawthorne	1.0	8/8/2024	Jasmin Lara/Transfer
Ashleigh Hinrichs	Title 1 Paraeducator/Alcott	1.0	8/8/2024	Samantha Vess/Resign
Javier Jiminez Sanchez	12 Month Bus Driver/Transportation	1.0	8/12/2024	Steve Kathman/Retire
Haley Jones	Office Paraeducator/Middle School	1.0	8/8/2024	Chelsea MaCann/Resign
Sarah Kratzer	EL Paraeducator/Hawthorne	1.0	TBD	Sidney Waite/Transfer
Kyel Land-Rott	Skills 3 Paraeducator/Lincoln	1.0	8/8/2024	New Position
Christine Leonard	Title 1 Paraeducator/Lincoln	1.0	8/8/2024	Rebecca Crandell/Resign
Cheyenne McVey	Bus Monitor/Transportation	1.0	TBD	Julie Chance-Ossowski/Retire
Susan Neely	Bus Monitor/Transportation	1.0	TBD	Chance Kratzer/Resign
Tyler Tomaskiewicz	9 Month Bus Driver/Transportation	1.0	TBD	Vicki Krueger/Retire

Nadia Trausch	Title 1 Paraeducator/Lincoln		1.0	TBD	Julie Kranau/Transfer
Betty Vertin	Special Education-Skills 3/Alcott		1.0	TBD	New Position

CERTIFICATED OPEN POSITIONS		
NAME	POSITION	RESIGNATION/TERM DATE
EMILY THOMAS/MICHELLE VALDEZ	HHS - English	03-07-2024
AMANDA COLLINS TXFR to LONGFELLOW	HHS - Special Education Skills 3	04-30-2024
ELLE STRODA TXFR to ALCOTT SPED	Alcott - Life Skills	03-26-2024
ELIZABETH SENSEMAN	Watson - Grade 4	03-28-2024
ANA VASQUEZ	Lincoln - School Psychologist	08-09-2022
MELISSA BLAKE	Speech Language Pathologist	05-19-2023
EMILY HASS	Speech Language Pathologist	05-19-2023
JAMIE LEPANT	Speech Language Pathologist	05-19-2023
KELSEY STOKELY	Speech Language Pathologist	05-19-2023

CLASSIFIED OPEN POSITIONS		
NAME	POSITION	RESIGNATION/TERM DATE
ANN WOLF	HHS Skills 3 Paraeducator	4-30-2024
MELISSA ROWE	HHS Skills 2 Paraeducator	05-22-2024
TIM TIPPIN	HHS Skills 1 Paraeducator	05-22-2024
RUTH LEMKE	HHS Special Education Paraeducator	04-13-2023
JAIMIE STEFKA	HA - SEBL PARA	05/22/2024
KAYLA SADD	LI - SPED PARA	05/22/2024
KIMBERLY MENDOZA-ZAMORA	Longfellow Office Paraeducator	05-22-2024
MADISON SLOAN	WA - SKILLS 2 PARA	05-22-2024
	DIST - PART TIME BUS DRIVER (NEW)	
DYLAN BUSCH	District Maintenance - Plumber	07-05-2024
CAMERON DAISS	HMS Head Night Custodian	08-07-2024

EXTRA-STANDARD OPEN POSITIONS		
NAME	POSITION	RESIGNATION/TERM DATE
SETH KIRKEGAARD	HHS - Assistant Boys Basketball	08-082024
MEAGAN BLODGET	HHS - Assistant Swimming & Diving	09-29-2022
KALEE REAMS	Watson - Future Problem Solvers	06-09-2024
CADE TATE	HHS - Boys Bowling	07-18-2024