



HASTINGS
PUBLIC SCHOOLS

Assuring the essential.
Expanding the possible.

Board of Education Regular Meeting

Monday, January 19, 2015 @ 7:00 PM Central
City Council Chambers, 1515 W 8th St, Hastings, NE 68901

1. CALL TO ORDER - Jim Boeve -

1.1. Roll Call -

1.2. Pledge of Allegiance to Flag -

2. ANNOUNCEMENT - Jim Boeve -

3. RECURRENT -

3.1. Minutes of Previous Meeting(s)- Jim Boeve -

3.2. Payment of Expenditures - Jim Boeve -

3.3. ADMINISTRATIVE REPORT -

3.4. RECEIVE CORRESPONDENCE -

3.5. BOARD OF EDUCATION REPORT -

3.6. SUPERINTENDENT'S REPORT - Craig Kautz -

4. OPPORTUNITY FOR PUBLIC TO BE HEARD - Jim Boeve -

5. SPECIAL BOARD FUNCTIONS -

5.1. Approve First Reading of Revised Policy 204.12 - Public Participation in Board Meetings -
Craig Kautz -

5.2. Approve First Reading of new Policy 406.055 - Certificated Employee - Personal and
Professional Conduct - Craig Kautz -

5.3. Approve 2015-2016 Overall Program Plan -

5.4. Approve Revised District Improvement Action Plans - Chad Dumas -

5.5. Approve revised 9-12 Social Studies Course Sequence - Chad Dumas -

6. SPECIAL ADMINISTRATIVE FUNCTIONS -

6.1. Educational Services -

6.1.1. Approve the 2015-2016 School Calendar - Chad Dumas -

6.2. Human Resources -

6.3. Human Resources CONSENT AGENDA - Craig Kautz -

6.3.1. Extra-Standard Resignation -

6.3.2. Classified Staff Retirements -

6.3.3. Classified Staff Transfers -

6.4. Administrative Services CONSENT AGENDA - GIFTS -

7. OPPORTUNITY FOR PUBLIC TO BE HEARD - Jim Boeve -

8. DATES OF FUTURE BOARD MEETINGS - Jim Boeve -

9. MEDIA SPOKESPERSON -

10. ADJOURNMENT -

***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.

Board of Education Reorganization meeting

January 08, 2015 5:30 PM
District Conference Room

Attendance Taken at 5:30 PM:

Present Board Members:

Jim Boeve
Mr. John Bonham
Brent Gollner
Tracey Katzberg
Jessica Meeske
Brady Rhodes
Laura Schneider
Dr. Corey Stutte
Becky Sullivan

Updated Attendance:

Brent Gollner was updated to present at: 5:45 PM

1. CALL TO ORDER - Jim Boeve

Others Present:

Craig Kautz, Superintendent
Diana Reiner, Secretary to Superintendent
Jeff Schneider, Director of Finance
Donna Moss, Director of Student Services

I.1 ROLL CALL

2. ANNOUNCEMENT

3. OATH OF OFFICE - Craig Kautz

The Oath of Office was given to the new and incumbent Board Members by Superintendent Kautz:

John Bonham
Tracey Katzberg
Brady Rhodes
Becky Sullivan

4. TEMPORARY CHAIRPERSON - Craig Kautz

Superintendent Kautz assumed temporary Chairperson of the Board Meeting for the purpose of electing a President.

5. ELECTION OF BOARD OFFICERS - Craig Kautz

5.1. Election of the President

John Bonham nominated Jim Boeve for President.

By secret ballot, Jim Boeve was elected President of the Board of Education by a vote of 8-0.

5.2. Gavel is Presented to the New Board President

Superintendent Kautz presented the gavel to President Jim Boeve.

6. REAPPOINTMENT OF OFFICERS AND ADVISORS – Jim Boeve

Motion Passed: Motion to approve the reappointment of the above officers and advisors as presented. Motion by Jessica Meeske, second by Laura Schneider. Motion passed 8-0.

Jim Boeve	Yes
John Bonham	Yes
Brent Gollner	Absent
Tracey Katzberg	Yes
Jessica Meeske	Yes
Brady Rhodes	Yes
Laura Schneider	Yes
Corey Stutte	Yes
Becky Sullivan	Yes

7. APPOINTMENT OF OFFICER FOR FEDERAL PROGRAMS – Jim Boeve

Motion Passed: Motion to appoint Jeff Schneider, Director of Finance and Operations, as the District's officer for federal programs. Motion by Laura Schneider, second by Brady Rhodes. Motion passed 8-0.

Jim Boeve	Yes
John Bonham	Yes
Brent Gollner	Absent
Tracey Katzberg	Yes
Jessica Meeske	Yes
Brady Rhodes	Yes
Laura Schneider	Yes
Dr. Corey Stutte	Yes
Becky Sullivan	Yes

8. DESIGNATION OF DEPOSITORIES – Jim Boeve

Motion Passed: Motion to approve the listed banks as depositories for Adams County School District #18. Motion by Corey Stutte, second by John Bonham. Motion passed 8-0.

Jim Boeve	Yes
John Bonham	Yes
Brent Gollner	Absent
Tracey Katzberg	Yes
Jessica Meeske	Yes
Brady Rhodes	Yes
Laura Schneider	Yes
Corey Stutte	Yes

Becky Sullivan Yes

9. DESIGNATION OF OFFICIAL NEWSPAPER – Jim Boeve

Motion Passed: Motion to approve the designation of "The Hastings Tribune" as the District's official newspaper. Motion by Becky Sullivan, second by Tracey Katzberg. Motion passed 8-0.

Jim Boeve	Yes
John Bonham	Yes
Brent Gollner	Absent
Tracey Katzberg	Yes
Jessica Meeske	Yes
Brady Rhodes	Yes
Laura Schneider	Yes
Corey Stutte	Yes
Becky Sullivan	Yes

10. FINANCIAL RESOLUTIONS – Jim Boeve

10.1. Investment Resolution

Motion Passed: Motion to approve that under the authority of Section 77-2338, Reissue Revised Statutes, Nebraska, 1943, the County Treasurer of Adams County, Nebraska, is hereby ordered and directed by the Board of Education of Adams County School District No. 18, in the State of Nebraska, to invest any of the sinking funds, bonds, or otherwise of said District in, and to take up any warrant of said District when signed by the President and Secretary of the Board of Education of said District, the interest earned on such warrant to be credited to the sinking funds of the District from which the invested funds were drawn with this order and direction become effective the seventh (7th) day of January, 2015, and continuing in full force and effect and binding upon said Treasurer and only until the sixteenth (16th) day of January, 2016. Motion by Laura Schneider, second by John Bonham. Motion passed 9-0.

Jim Boeve	Yes
John Bonham	Yes
Brent Gollner	Yes
Tracey Katzberg	Yes
Jessica Meeske	Yes
Brady Rhodes	Yes
Laura Schneider	Yes
Corey Stutte	Yes
Becky Sullivan	Yes

10.2. Borrowing Resolution – Jim Boeve

Motion Passed: Motion to approve that under the authority of Section 72-202, 72-1246, 77-2341, 79-520, 79-1308.01, Reissued Revised Statutes, Nebraska, 1943, the President and the Secretary of the Board of Education of Adams County School District No. 18, in the State of Nebraska, are hereby authorized, ordered, and directed by said Board of Education whenever required in order to obtain monies for the General Fund of the District, and such monies cannot be obtained under authority of Section 77-2338, Reissue Revised Statutes, Nebraska, 1943, to borrow such money from other funds of the District, including without limitation, the Sites and Building Fund or the Construction Fund, or in other words, to invest such Sites and Building or Construction Funds in the notes, warrants, or other written evidences of indebtedness or obligations of the District, provided such written evidences of indebtedness are duly signed by the President and Secretary

of said Board on behalf of the District and are permanently registered and recorded in a book used for that purpose by the Secretary, provided any such written evidence of indebtedness bears a reasonable rate of interest with the interest earned thereon to be credited to the fund from which the monies were drawn, and provided further the earnings available for debt service have, for a five-year period immediately preceding the date of purchase, averaged not less than two times such debt service requirements, with this authorization, order and direction becoming effective the seventh (7th) day of January, 2015, and continuing in full force and effect and binding upon said Board each succeeding day thereafter not indefinitely but only until the sixteenth (16th) day of January, 2016. Motion by Tracey Katzberg, second by Becky Sullivan. Motion passed 9-0.

Jim Boeve	Yes
John Bonham	Yes
Brent Gollner	Yes
Tracey Katzberg	Yes
Jessica Meeske	Yes
Brady Rhodes	Yes
Laura Schneider	Yes
Corey Stutte	Yes
Becky Sullivan	Yes

11. Election of the Vice President

Jessica Meeske nominated John Bonham for Vice-President.

Jessica Meeske nominated Laura Schneider for Vice President.

Jessica Meeske asked about the candidates leaving the room so the remainder of the Board could have an open discussion regarding the two candidates. John Bonham & Laura Schneider both agreed to leave the room and returned for the election.

By secret ballot, Laura Schneider was elected by a vote of 7-2 as Vice President.

12. AMERICANISM COMMITTEE – Jim Boeve

The following Board Members were appointed to the Americanism Committee:

Corey Stutte
Brady Rhodes
Brent Gollner

13. GNSA BOARD REPRESENTATIVE – Jim Boeve

The following Board Member has been appointed as the representative to the GNSA Committee:

Corey Stutte

14. HASTINGS PUBLIC SCHOOLS FOUNDATION – Jim Boeve

The following Board Member was appointed to be the representative to the Hastings Public Schools Foundation:

Tracey Katzberg

15. ADJOURNMENT

Motion Passed: Motion to adjourn meeting passed. Motion by Laura Schneider, second by Brent Gollner. Motion passed 9-0.

Jim Boeve	Yes
John Bonham	Yes
Brent Gollner	Yes
Tracey Katzberg	Yes
Jessica Meeske	Yes
Brady Rhodes	Yes
Laura Schneider	Yes
Corey Stutte	Yes
Becky Sullivan	Yes

The meeting was adjourned at 6:08 p.m.

Work Session

December 11, 2014 6:00 PM
District Conference Room

Attendance Taken at 6:00 PM:

Present Board Members:

Jim Boeve
Mr. John Bonham
Brent Gollner
Jim Heyen
Jessica Meeske
Shayne Raitt
Laura Schneider
Dr. Corey Stutte

Absent Board Members:

Jane Kleeb

Updated Attendance:

Brent Gollner was updated to present at: 6:07 PM

Others in attendance:

Craig Kautz, Superintendent
Diana Reiner, Secretary to the Superintendent
Chad Dumas, Director of Curriculum
Trent Kelly, Director of Technology
Donna Moss, Director of Student Services
Jeff Schneider, Director of Finance
Katherine Warrings, Communications & Outreach Coordinator
Deb Lyons, HEA President
Robin Bailey, HEA Representative
Gwen Davidson, HEA Representative
Irina Belikova-Erickson, Longfellow Elementary Principal
Tom Szlanda, Hastings High School Assistant Principal
Shay Burke, Hastings Tribune

2. Announcement - Jim Boeve

President Boeve reminded the public that a copy of the Open Meetings Act was posted and that copies of the Open Meetings Act were available to the public.

3. Welcome to HEA reps and guests - Jim Boeve

President Boeve welcomed everyone and had those in attendance introduce themselves.

4. Additional declarations to run for President and/or Vice-President - Jim Boeve

President Boeve informed the Board that there was additional intent to run for Vice-President attached.

5. Deadline for Board to give Superintendent Notice of Intent not to Extend by 12/31 - Jim Boeve

Superintendent Kautz has issued his Intent to Extend his Contract but if any members of the Board wish to not extend Superintendent Kautz's contract, please notify Diana and President Boeve before Monday night's Board meeting.

6. Board Member PLC Visits - Jim Boeve

Elementary PLC visits - Jim Heyen went to the Alcott SRT meeting. This is not the best type of meeting for a Board member to attend. He feels that he gets more out of the regular PLC meetings.

No one attended any Middle School PLCs this month.

Senior High PLC visits - Jim Heyen – Visited the Industrial Arts areas during a regular school day and interacted with students and got to see them work. He is very impressed with what the students are doing. He saw Welding, auto mechanics where he saw they had a very old tire machine and he is going to try and get that upgraded for them. He also visited woodworking and drafting where he saw the 3D printer at work and found out that students in drafting can get 24 hours of dual credit with CCC.

Corey Stutte - Also visited some Industrial Arts classes and also had a client with him that was interested in the manufacturing pathways program. They also went out to CCC with some students and saw how the pathways program works. The client was very impressed.

7. State Board of Education Conference Reports - Jim Boeve

President Boeve used a PowerPoint of the session offered and had Board members discuss the sessions they went to.

As far as the HPS presentations went, everyone said that staff did an excellent job and Board Members from other Districts were very impressed and had a lot of questions for both sessions.

Board Member Authority - Jim Boeve attended and felt it was a good review.

Parliamentary Procedure - Jim Boeve attended and got some ideas that we may want to implement and will be discussed later in the meeting.

Open Meetings – Shayne Raitt & Corey Stutte - They feel that we are doing well in following the proper procedures.

7 things about the Superintendent's Contract - Laura Schneider – She had some notes on some wording that probably should not be in the contract and felt the session was good.

Bonds – Jessica Meeske – Lincoln Public presentation on how they did their bond by mail-in voting and if we need to do another bond election in the future, we may want to look into this further.

Partnering for student success - Brent Gollner- South Sioux City presented on how they partnered with Northeast CC and Brent also got asked to talk about what we do with CCC. They are doing the same type of thing.

Finance - District Bonus Pay - John Bonham and Corey Stutte - Crawford developed a plan of incentive tiers to increase their NeSA scores but they don't feel it would be applicable to Hastings Public.

Bullying – Laura Schneider & Jim Heyen – Covered statistics and was provided to make sure the District has a policy concerning bullying.

Court involved students - Brent Gollner – The session covered the different things that go on with students and the court system.

Legislative update – Corey Stutte, Jessica Meeske, Craig Kautz – There really was not an update as they are not really sure what will happen with the new Governor taking office.

Round table – Laura Schneider – They broke up into small groups by areas to discuss various items. She did not feel this was a very good session.

\$22 million teacher - Jim Boeve – Presented by the 2011 Nebraska Teacher of the Year – It stressed that compassion is the trait in all good teachers and good teachers can elevate student's lifetime earnings.

NSAA - Jim Boeve – Disappointed in this session.

Student Voices - Jim Heyen – This involved some students from small towns. The students said they were bored the last year of school and did not feel they are getting challenged.

Whole Child Project – John Bonham, Brent Gollner, and Jessica Meeske – This session was regarding childhood obesity, fitness and benefits of being active and tracking student health data. Lincoln Public and Kearney Public use BMI to implement policies and activities and tracked this with their NeSA scores to show how the scores improve as student's health improves. A question was raised about lack of recess at Middle School but the results from Lincoln and Kearney show it might be a good thing. There is some grant money that could be used to hire a staff member to implement these programs. Kearney has embraced this project. School Districts can sign up to join the Whole Child Project. Kearney has offered to talk to us about this if we wish. Board members feel it may be something to look into.

8. Building visitations by Board members - Craig Kautz

Superintendent Kautz asked the Board if they want to continue the second semester building visitations as they have done previously. This would involve 1-2 hour visits during the 2nd semester. These will be set up after new Board is seated. Superintendent Kautz would like Board members to go to different schools than you have gone to before. Superintendent Kautz will get them a list of where members have gone before.

9. Change of wording for Public Opportunity to be heard items on Board Meeting Agenda. - Jim Boeve

President Boeve stated that, per the parliamentary procedure session at the Board of Education Workshop, Mr. Gessford recommends different wording of the two public opportunities to be heard during the Board meetings. He recommends that the first opportunity is for comments on agenda items only.

The second opportunity would be for non-agenda issues also.

We will add as action item in January with the new board.

10. Information on "Spotlight on Learning" - Craig Kautz

Superintendent Kautz informed the Board that Longfellow Elementary will be doing the Spotlight on Learning at Monday's Board Meeting.

11. Review of Board Norms - Jim Boeve

President Boeve engaged Board members and all in attendance in an activity to review Board Norm #8.

12. *Re-Affirmation of Membership in the GNSA - Craig Kautz

Superintendent Kautz informed the Board that they will be asked to reaffirm membership in the GNSA at Monday's Board Meeting. He feels the GNSA is evolving and has a new Executive Director - Dr. Roger Breed, who will present positions to the Unicameral. He stated that Board participation in the GNSA is important. There needs to be a designated Board member to participate and attend 1-2 meetings per session. The new Board will need to decide who will serve in that capacity at the January re-organization meeting.

13. *Consent agenda - Craig Kautz

Superintendent Kautz recommended the Consent Agenda without changes. He did state that a number of Boards are now putting second readings of policies on their consent agendas. He feels the new Board may want to look at that idea. There was a question regarding the new carpenters and Mr. Kelly informed the Board that he feels he had a good applicant pool and the two new hires seem to be good replacements.

14. *Senior High Registration Handbook - Chad Dumas

Dr. Dumas presented the 2015-2016 Senior High Registration Handbook. The changes include:

Not offering Keyboarding - now Information Technology

Trigonometry/Prob & Stat. is now a combined course but is changing to just Probability/Stats as a yearlong course and hopefully in 16-17 it will be an AP class.

Human Anatomy & Physiology is presently a regular science class and they are proposing making it an honors class which creates a problem as valedictorians have traditionally needed to take all the honors classes. This would add another which may be too many so the valedictorian requirements are going to be looked at.

The Social Studies Department wants to reorganize their sequencing and hope to bring a revised proposal to the Board in January.

15. *2015-2016 salary and benefit package for certificated staff - John Bonham/Jeff Schneider

John Bonham felt that negotiations went well and feels the Board has a good relationship with HEA. The major change was regarding personal day leave requirements.

Mr. Schneider stated that he appreciates HEA and Board members work. The settlement amounts to a recommended 2.72% increase which makes the base \$32,700.

16. *Classified Staff Salary Schedule Revision - Jeff Schneider

Mr. Schneider presented a new Appendix A due to minimum wage change to come in January, 2015. This is a short term fix and he will come back in a few months to address a more permanent schedule to address the \$9.00 minimum wage increase for January, 2016. Superintendent Kautz stated that they have looked at the Bureau of Labor Statistics to try and get the new carpenter wage range and will also look at this for the revised Appendix A. Mr. Schneider stated that our Classified Staff is low wage, high benefit.

17. Annual Audit Report - Jeff Schneider

Mr. Schneider stated that Monday night there will be a report from McDermott & Miller.

18. *Bond Refinance Resolution - Jeff Schneider

Mr. Schneider recommended that Senior High bonds that are not 0% interest can be refinanced for about 3% and should save about \$18,000 per year. This extends the deadline to May 1, 2015.

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

President Boeve reviewed the reports that will be presented at the regular Board Meeting.

20. Reminders - Jim Boeve

President Boeve reminded the Board of the Legislative Update workshop to be held in January. Board members who wish to attend need to let Diana know.

21. Upcoming meetings

President Boeve reminded the Board of Monday's regular Board Meeting and the January 8, 2015 Board Reorganization Meeting.

22. Executive Session

Motion Passed: A motion to go into Closed Session passed with a motion by Laura Schneider and a second by Brent Gollner.

Jim Boeve	Yes
John Bonham	Yes
Brent Gollner	Yes

Jim Heyen	Yes
Jane Kleeb	Absent
Jessica Meeske	Yes
Shayne Raitt	Yes
Laura Schneider	Yes
Corey Stutte	Yes

The Board went into Executive Session at 7:08 p.m.

23. The Board of Education returned to Open Session at

President Boeve brought the Board out of Executive Session at 7:28 p.m. President Boeve affirmed that the Board only discussed real estate and personnel matters.

24. Adjournment

Motion Passed: A motion to adjourn passed with a motion by Jim Heyen and a second by Shayne Raitt.

Jim Boeve	Yes
John Bonham	Yes
Brent Gollner	Yes
Jim Heyen	Yes
Jane Kleeb	Absent
Jessica Meeske	Yes
Shayne Raitt	Yes
Laura Schneider	Yes
Corey Stutte	Yes

The Meeting was adjourned at 7:29 p.m.

Board of Education Regular Meeting

December 15, 2014 7:00 PM
City Council Chambers

Attendance Taken at 7:00 PM:

Present Board Members:

Jim Boeve
Brent Gollner
Jim Heyen
Jane Kleeb
Jessica Meeske
Shayne Raitt
Laura Schneider
Dr. Corey Stutte

Absent Board Members:

Mr. John Bonham

I. CALL TO ORDER

President Boeve asked Jim Heyen, at his last board meeting in 20 years to preside over the meeting

I.1. Roll Call

Others present:

Craig Kautz, Superintendent
Diana Reiner, Secretary to Superintendent
Trent Kelly, Director of Technology
Jeff Schneider, Director of Finance
Chad Dumas, Director of Curriculum
Donna Moss, Director of Student Services
Katherine Warrings, Communications & Outreach Coordinator
Shay Burke, Hastings Tribune
Irina Belikova-Erickson, Longfellow Elementary Principal
Tom Szlanda, Hastings High Assistant Principal
Kristin Friesen, Cable Access TV
Allison Petr, McDermott & Miller
Charla Brant - Longfellow Teacher
Monica Munter, Longfellow Teacher
Jeanie Wood, Longfellow Teacher
Sharon Heyen

I.2. Pledge of Allegiance to Flag

II. ANNOUNCEMENT

III. RECURRENT

III.1. Minutes of Previous Meeting(s)

Motion Passed: Motion to approve minutes of November 13 Work Session and November 17 Board meeting as presented. Motion by Raitt, second by Gollner. Motion passed 8-0.

Jim Boeve	Yes
John Bonham	Absent
Brent Gollner	Yes
Jim Heyen	Yes
Jane Kleeb	Yes
Jessica Meeske	Yes
Shayne Raitt	Yes
Laura Schneider	Yes
Corey Stutte	Yes

III.2. Payment of Expenditures

Motion Passed: Motion to approve the expenditures as presented minus claim #113869 (S) and #113874(J) in the amount of \$3,632,320.67. Motion by Schneider, second by Stutte. Motion passed 8-0.

Jim Boeve	Yes
John Bonham	Absent
Brent Gollner	Yes
Jim Heyen	Yes
Jane Kleeb	Yes
Jessica Meeske	Yes
Shayne Raitt	Yes
Laura Schneider	Yes
Corey Stutte	Yes

III.3. Payment of Claim #113869

Motion Passed: Motion to approve claim #113869. Motion by Schneider, second by Stutte. Motion passed 7-0.

Jim Boeve	Yes
John Bonham	Absent
Brent Gollner	Yes
Jim Heyen	Yes
Jane Kleeb	Yes
Jessica Meeske	Yes
Shayne Raitt	Abstain
Laura Schneider	Yes
Corey Stutte	Yes

III.4. Payment of Claim #113874

Motion Passed: Motion to approve claim #113874. Motion by Schneider, second by Stutte. Motion passed 7-0.

Jim Boeve	Yes
John Bonham	Absent
Brent Gollner	Yes

Jim Heyen	Abstain
Jane Kleeb	Yes
Jessica Meeske	Yes
Shayne Raitt	Yes
Laura Schneider	Yes
Corey Stutte	Yes

III.5. ADMINISTRATIVE REPORT

III.5.a. Annual Audit Report ‘

Allison Petr, Audit Manager for Hastings Public Schools with McDermott and Miller reviewed the annual audit. She reviewed the different areas of the audit and overall it was a good year with no issues.

III.6. RECEIVE CORRESPONDENCE

III.7. BOARD OF EDUCATION REPORT

III.7.a. Recognition of Retiring Board Members

Tonight was the last meeting for three board members - Jim Heyen, Jane Kleeb and Shayne Raitt.

These three board members were presented with clocks and Lifetime Activity Passes for their service

They have a combined total of 32 years of Board service to Hastings Public Schools.

III.8. SUPERINTENDENT'S REPORT

Mr. Kautz reviewed the following Good News:

1. The Watson staff collected three boxes of canned goods and other items on the Tuesday before Thanksgiving break to donate to the Food Pantry.
2. The 8th grade girls basketball team went undefeated this year (10-0). They are now the all time leaders in wins in HMS history. The B and C teams also did well. The B team finished 8-2 and the C finished 8-1.

He also added that this has been a great year with all the awards/recognition the District has received.

SPOTLIGHT ON LEARNING

The Spotlight on Learning featured Longfellow Elementary and was presented by Irina Erickson, Principal, Charla Brant, 2nd grade teacher, Monica Munter, 1st grade teacher and Jeanie Woods, reading specialist

The presentation focused on Building Literacy - School Improvement Goal; Goal achievement Strategy; Strategic Steps; Current Literacy Data, and how success is celebrated.

Longfellow will be starting Whole School Vocabulary instruction in the 2nd semester.

The Dibels scores for 13-14 and 14-15 were compared and the NeSA scores were also reviewed.

Principal Erickson also informed the Board that they have a Watchdog Program that is going strong and do a Global Education program at assemblies where students are taught about different countries.

IV. OPPORTUNITY FOR PUBLIC TO BE HEARD

V. SPECIAL BOARD FUNCTIONS

V.1. Re-Affirmation of Membership in the GNSA

Motion Passed: Motion to approve continuing membership in the GNSA. Motion by Meeske, second by Raitt. Motion passed 8-0.

Jim Boeve	Yes
John Bonham	Absent
Brent Gollner	Yes
Jim Heyen	Yes
Jane Kleeb	Yes
Jessica Meeske	Yes
Shayne Raitt	Yes
Laura Schneider	Yes
Corey Stutte	Yes

V.2. Bond Refinance Resolution

Motion Passed: Motion to approve the amendment to the Bond Resolution passed on May 19, 2014, which extends the deadline for the refinancing of bonds from January 15, 2015 to May 1, 2015. Motion by Gollner, second by Kleeb.

Motion passed 8-0.

Jim Boeve	Yes
John Bonham	Absent
Brent Gollner	Yes
Jim Heyen	Yes
Jane Kleeb	Yes
Jessica Meeske	Yes
Shayne Raitt	Yes
Laura Schneider	Yes
Corey Stutte	Yes

V.3. 2015-2016 Salary and benefit package for certificated staff

Motion Passed: Motion to approve the 2015-2016 salary and benefits package for certificated staff. Motion by Schneider, second by Gollner. Motion passed 8-0.

Jim Boeve	Yes
John Bonham	Absent
Brent Gollner	Yes
Jim Heyen	Yes
Jane Kleeb	Yes

Jessica Meeske	Yes
Shayne Raitt	Yes
Laura Schneider	Yes
Corey Stutte	Yes

V.4. Classified Staff Salary Schedule Revision

Motion Passed: Motion to approve revision of the Classified Salary Schedule due to the minimum wage law change. Motion by Kleeb, second by Meeske. Motion passed 8-0.

Jim Boeve	Yes
John Bonham	Absent
Brent Gollner	Yes
Jim Heyen	Yes
Jane Kleeb	Yes
Jessica Meeske	Yes
Shayne Raitt	Yes
Laura Schneider	Yes
Corey Stutte	Yes

V.5. Senior High 2015-2016 Registration Handbook

Motion Passed: Motion to approve the 2015-2016 Senior High Registration Handbook. Motion by Raitt, second by Stutte. Motion passed 8-0.

Jim Boeve	Yes
John Bonham	Absent
Brent Gollner	Yes
Jim Heyen	Yes
Jane Kleeb	Yes
Jessica Meeske	Yes
Shayne Raitt	Yes
Laura Schneider	Yes
Corey Stutte	Yes

VI. SPECIAL ADMINISTRATIVE FUNCTIONS

VI.1. Educational Services

VI.2. Human Resources

VI.3. Human Resources CONSENT AGENDA

Motion Passed: Motion to approve the Consent Agenda including Gifts. Motion by Schneider, second by Raitt. Motion passed 8-0.

Jim Boeve	Yes
John Bonham	Absent
Brent Gollner	Yes
Jim Heyen	Yes
Jane Kleeb	Yes
Jessica Meeske	Yes
Shayne Raitt	Yes
Laura Schneider	Yes
Corey Stutte	Yes

- VI.3.a. Extra-Standard Appointments**
- VI.3.b. Classified Staff Releases**
- VI.3.c. Classified Staff Appointments**
- VI.4. Administrative Services Consent Agenda - Gifts**

VII. OPPORTUNITY FOR PUBLIC TO BE HEARD

Jim Heyen wanted to mention what a great staff HPS has and thanked everyone for their hard work and keeping things going throughout his 20 years as a Board member.

He also thanked members of the Board for their hard work.

VIII. DATES OF FUTURE BOARD MEETINGS

- January 8, 2015 – Annual Reorganization meeting – District Conference Room at 5:30 p.m.
- January 15, 2015 – Work Session – District Conference Room at 6:00 p.m.
- January 19, 2015 – Regular Board Meeting – City Council Chambers at 7:00 p.m.

IX. MEDIA SPOKESPERSON

Corey Stutte will serve as this month’s spokesperson with KHAS Radio.

X. ADJOURNMENT

Motion Passed: Motion to adjourn meeting. Motion by Heyen and a second by Raitt. Motion passed 8-0.

Jim Boeve	Yes
John Bonham	Absent
Brent Gollner	Yes
Jim Heyen	Yes
Jane Kleeb	Yes
Jessica Meeske	Yes
Shayne Raitt	Yes
Laura Schneider	Yes
Corey Stutte	Yes

The meeting was adjourned at 7:51 p.m.

Check Number	Date	Payee	Amount
2239	12/3/2014	APODACA, STEPHANIE	\$15.00
2240	12/3/2014	ASPEN, ROGER	\$275.00
2166	11/13/2014	ASPI SOLUTIONS INC	\$60.00
2223	12/1/2014	AULRICH, JACYNDA	\$125.00
2241	12/3/2014	AWARDS UNLIMITED, INC	\$328.60
2192	11/19/2014	AWARDS UNLIMITED, INC	\$954.25
2193	11/19/2014	BAILEY, ROBIN SH	\$65.16
2194	11/19/2014	BIG BROTHERS BIG SISTERS	\$100.00
2242	12/3/2014	BIG G ACE	\$499.66
2195	11/19/2014	BIG G ACE	\$224.32
2167	11/13/2014	BIG G ACE	\$18.53
2196	11/19/2014	BOB SASS FLOWERS	\$39.58
2224	12/1/2014	BOUTIN, DANYELL	\$125.00
2243	12/3/2014	BREAULT, NANCY	\$580.50
2244	12/3/2014	BREAULT, STEVE	\$63.00
2245	12/3/2014	BRENDA & COMPANY FLORAL	\$25.00
2248	12/3/2014	Cash	\$250.00
2247	12/3/2014	Cash	\$1,000.00
2246	12/3/2014	Cash	\$250.00
2199	11/19/2014	Cash	\$500.00
2198	11/19/2014	Cash	\$500.00
2197	11/19/2014	Cash	\$1,000.00
2169	11/13/2014	Cash	\$58.00
2168	11/13/2014	Cash	\$420.00
2249	12/3/2014	CASH-WA CANDY CO	\$355.70
2200	11/19/2014	CICI'S PIZZA	\$68.22
2250	12/3/2014	CORNHUSKER PRESS	\$351.20
2251	12/3/2014	COSTUME SHOP	\$590.00
2201	11/19/2014	COUNTRY INN & SUITES	\$919.90
2202	11/19/2014	CREECH, LANCE MS	\$99.50
2225	12/1/2014	CURTIS, KIERSTIN	\$125.00
2252	12/3/2014	DAVIDSON, GWEN SH	\$62.07
2203	11/19/2014	DAVIDSON, GWEN SH	\$23.88
2170	11/13/2014	DIRKS, LISA	\$30.00
2204	11/19/2014	DMJ PRODUCTS	\$279.80
2253	12/3/2014	EAKES OFFICE SOLUTIONS	\$14.24
2254	12/3/2014	EARL MAY SEED & NURSERY L.C.	\$65.94
2255	12/3/2014	ED SERV UNIT 9	\$1,927.99
2171	11/13/2014	ED SERV UNIT 9	\$6,399.15
2256	12/3/2014	EILEENS COLOSSAL COOKIES, INC.	\$51.80

2205	11/19/2014	EILEENS COLOSSAL COOKIES, INC.	\$2,408.00
2206	11/19/2014	ELKHORN SOUTH HIGH SCHOOL	\$75.00
2257	12/3/2014	EPIC SPORTS	\$87.15
2259	12/3/2014	FAJARDO-NORTON, DELTA SH	\$118.85
2207	11/19/2014	FAJARDO-NORTON, DELTA SH	\$29.24
2258	12/3/2014	FAJARDO, DANIEL	\$75.00
2172	11/13/2014	FARBERS PIANO TUNING & REPAIR	\$735.00
2260	12/3/2014	FIELDER, JIM SH	\$36.02
2226	12/1/2014	FLUCKEY, BREEANNA	\$125.00
2208	11/19/2014	FRANSSEN, ELIZABETH	\$20.00
2227	12/1/2014	GARG, SPRIHA	\$125.00
2261	12/3/2014	GIBBON PUBLIC SCHOOLS	\$80.00
2262	12/3/2014	GRABILL, BRENT	\$50.00
2209	11/19/2014	HAAN CRAFTS	\$355.77
2228	12/1/2014	HALL, BRENDEN	\$125.00
2263	12/3/2014	HASTINGS MUSEUM	\$141.00
2173	11/13/2014	HASTINGS MUSEUM	\$192.00
2264	12/3/2014	HASTINGS SR HIGH ACTIVITY FUND	\$570.00
2174	11/13/2014	HEPNER, DAVID SH	\$265.94
2175	11/13/2014	HOLLISTER, DOUG	\$130.50
2176	11/13/2014	HOLLISTER, SHARON L.	\$328.50
2229	12/1/2014	HOWARD, SIDNEY	\$125.00
2265	12/3/2014	INK CREDIBLE INC.	\$415.50
2266	12/3/2014	J & H ATHLETIC EQUIPMENT RECONDITIONING	\$1,394.85
2267	12/3/2014	K-MART	\$42.00
2268	12/3/2014	KEARNEY HIGH SCHOOL	\$275.00
2269	12/3/2014	KIDS AND DREAMS	\$21.00
2230	12/1/2014	KIDWELL, TAYLOR	\$125.00
2177	11/13/2014	KLAMM, RICHARD W. JR.	\$180.00
2178	11/13/2014	KLEIN, STEVE	\$513.00
2270	12/3/2014	KULLY PIPE & STEEL CO	\$326.05
2271	12/3/2014	KUTA, ANDREW	\$80.00
2210	11/19/2014	LANGUAGE AND FRIENDSHIP	\$1,026.00
2179	11/13/2014	LAUX, KENDRA	\$49.35
2272	12/3/2014	LCL TRUCK EQUIPMENT, INC.	\$32.78
2211	11/19/2014	LUNCHTIME SOLUTIONS, INC	\$2,102.74
2180	11/13/2014	LUNCHTIME SOLUTIONS, INC	\$42.30
2181	11/13/2014	MANKIN, MICHAEL	\$229.50
2273	12/3/2014	MARTIN, RYAN	\$80.00
2182	11/13/2014	MARTIN, RYAN	\$80.00
2231	12/1/2014	MATTHIAS, TYLAN	\$125.00

2274	12/3/2014	MATTICKS, RICK	\$300.00
2183	11/13/2014	McCARTHY, DAN	\$202.50
2275	12/3/2014	MISKO SPORTS INC	\$450.00
2212	11/19/2014	NATIONAL DECA	\$860.00
2276	12/3/2014	NE HIGH SCHOOL SPORTS HALL OF FAME	\$396.00
2277	12/3/2014	NEUGIN, KYLE	\$250.00
2213	11/19/2014	NEUGIN, KYLE	\$125.00
2214	11/19/2014	NGUYEN, NANCY	\$75.00
2215	11/19/2014	NORFOLK HIGH SCHOOL	\$395.00
2216	11/19/2014	NORTON, MICHAEL P.	\$75.00
2232	12/1/2014	O'CONNELL, TRAVIS	\$125.00
2233	12/1/2014	OLIVAS, CARLOS	\$125.00
2217	11/19/2014	ORTEGREN, KIRK	\$35.96
2184	11/13/2014	PEPSI OF HASTINGS -	\$421.00
2185	11/13/2014	POTTHOFF JODY SH	\$250.75
2278	12/3/2014	PREISENDORF, BECCA	\$75.00
2279	12/3/2014	RAISING CANES	\$58.68
2186	11/13/2014	RALSTON HIGH SCHOOLS	\$180.00
2187	11/13/2014	RIPPEN, RANDY	\$153.00
2280	12/3/2014	ROSNO, TODD	\$100.00
2281	12/3/2014	RUNCIE'S CATERING	\$1,298.50
2188	11/13/2014	RUNZA - HOLDREGE	\$130.11
2282	12/3/2014	RUSS'S IGA	\$419.47
2218	11/19/2014	RUSS'S IGA	\$94.84
2234	12/1/2014	RUTT, DYLAN	\$125.00
2235	12/1/2014	SADD, DAULTEN	\$125.00
2236	12/1/2014	SCHANS, ELIZABETH	\$125.00
2283	12/3/2014	SCHMIDT, STEPHEN	\$275.00
2284	12/3/2014	SCHOOLMASTERS SCIENCE	\$38.90
2189	11/13/2014	SCREEN MACHINE	\$200.00
2219	11/19/2014	SHELBURNE ADVERTIZING INC	\$795.01
2285	12/3/2014	SLECHTA KRISTEN MS	\$98.92
2286	12/3/2014	STADIUM SPORTS	\$349.67
2237	12/1/2014	STOLZENBURG, NATHANIEL	\$125.00
2190	11/13/2014	SUBWAY - KEARNEY	\$98.00
2287	12/3/2014	THE EGG AND I	\$104.13
2288	12/3/2014	THE TOTAL PACKAGE	\$1,160.92
2220	11/19/2014	TRINDLE MIKE MS	\$2,647.46
2222	11/21/2014	US BANK	\$773.42
2191	11/13/2014	VALENTINOS - KEARNEY	\$143.82
2238	12/1/2014	VAN SKIVER, GARRETT	\$125.00

2289	12/3/2014	VILLAGE INN	\$1,492.86
2290	12/3/2014	W.G. PAULEY LUMBER COMPANY	\$239.57
2221	11/19/2014	WALLA, MARLANA	\$75.00
2291	12/3/2014	WOODWIND BRASSWIND	\$544.00
2292	12/3/2014	YANDAS MUSIC	\$269.77
			\$48,706.29

Check Number	Date	Payee	Amount
113841	12/9/2014	A.R.M. PROPERTIES, LLC	\$325.00
113830	11/25/2014	A&D TECHNICAL SUPPLY CO, INC.	\$10,949.24
113842	12/9/2014	ACME PRINTING	\$678.00
113843	12/9/2014	ADAMS COUNTY CLERK	\$617.40
113844	12/9/2014	ADELSON BETH HA	\$187.31
113845	12/9/2014	AdvancED	\$120.00
113846	12/9/2014	ALL MACHINE PARTS, INC	\$165.00
113847	12/9/2014	ALLENS OF HASTINGS, INC.	\$42.15
113831	11/25/2014	AMERI-TECH INDUSTRIAL, INC.	\$130.07
113848	12/9/2014	AMERI-TECH INDUSTRIAL, INC.	\$274.49
113849	12/9/2014	AMERICAN LIBRARY ASSN	\$157.00
113850	12/9/2014	ANDERSON AUTO PARTS	\$340.73
113851	12/9/2014	APPLE, INC	\$68,531.40
113852	12/9/2014	AS CENTRAL SERVICES	\$236.79
113853	12/9/2014	ATKINSON, LACEY LO	\$134.00
113854	12/9/2014	AWARDS PLUS	\$41.50
113855	12/9/2014	B & H PHOTO-VIDEO	\$138.00
113856	12/9/2014	BAILEY, ROBIN SH	\$66.25
113832	11/25/2014	BEHREND, DENISE AD	\$28.56
113857	12/9/2014	BIG G ACE	\$1,729.46
113858	12/9/2014	BRO-DART CO.	\$263.14
113859	12/9/2014	BROWN & SAENGER	\$144.02
113860	12/9/2014	BROWN, ANDREA	\$1,161.92
113861	12/9/2014	BURKE, MELISSA HA	\$81.00
113833	11/25/2014	CANNON MOSS BRYGGER ARCHITECTS	\$76,151.12
113862	12/9/2014	CAREY'S PEST CONTROL	\$738.00
113784	11/14/2014	CASH-WA CANDY CO	\$67.74
113863	12/9/2014	CASH-WA CANDY CO	\$354.19
113864	12/9/2014	CENTRAL COMMUNITY COLLEGE - HA	\$145.00
113865	12/9/2014	CENTRAL NEBR REHAB SERVICES	\$11,431.27
113866	12/9/2014	CERTIFIED LABORATORIES	\$1,189.52
113867	12/9/2014	CGSMUSIC	\$345.75
113868	12/9/2014	CHARTWELLS DINING SERVICES	\$176.00
113785	11/14/2014	CHICK, PAT MS	\$35.28
113786	11/14/2014	COMBS, JIMMIE MS	\$50.00
113834	11/25/2014	COMMUNICATIONS ENGINEERING	\$5,312.67
113869	12/9/2014	COMPUTER HARDWARE, INC	\$1,857.50
113870	12/9/2014	CONDITIONED AIR MECHANICALS	\$12,198.69
113871	12/9/2014	CONYERS, DON BUS	\$20.00
113872	12/9/2014	CORNHUSKER CLEANING SYSTEMS, INC.	\$45.74

113873	12/9/2014	CORNHUSKER PRESS	\$1,821.37
113874	12/9/2014	CPI/COOPERATIVE PRODUCERS, INC	\$10,362.14
113875	12/9/2014	CRAMER, DICK BUS	\$11.38
113876	12/9/2014	CREECH, LANCE MS	\$35.26
113877	12/9/2014	CULLIGAN WATER CONDITION	\$377.95
113878	12/9/2014	DAVIS, CATHY SH	\$31.94
113879	12/9/2014	DETOUR KATHIE AD	\$85.14
113880	12/9/2014	DIETZE MUSIC	\$85.89
113826	11/21/2014	DISNEY EDUCATIONAL PRODUCT	\$122.45
113881	12/9/2014	DUMAS, CHAD AD	\$102.77
113882	12/9/2014	DUTTON-LAINSON	\$21,573.93
113883	12/9/2014	EAKES OFFICE SOLUTIONS	\$760.47
113884	12/9/2014	EARL MAY SEED & NURSERY L.C.	\$8.97
113885	12/9/2014	EBSCO INFORMATION SERVICES	\$2,525.00
113886	12/9/2014	ECHO ELECTRIC SUPPLY	\$1,030.57
113887	12/9/2014	ED SERV UNIT 3	\$55.00
113888	12/9/2014	ED SERV UNIT 5	\$90.00
113889	12/9/2014	ED SERV UNIT 9	\$114,627.25
113787	11/14/2014	EDOCTRINA CORP.	\$3,000.00
113890	12/9/2014	EGAN SUPPLY COMPANY	\$838.14
113891	12/9/2014	EILEENS COLOSSAL COOKIES, INC.	\$195.60
113892	12/9/2014	ELECTRONIC SYSTEMS, INC.	\$3,494.50
113893	12/9/2014	EMBASSY SUITES - LAVISTA	\$592.00
113894	12/9/2014	ENGEL, JENNIFER HA	\$14.87
113895	12/9/2014	FAMILY MEDICAL CENTER	\$507.00
113896	12/9/2014	FATHER FLANAGANS BOYS' HOME	\$250.00
113897	12/9/2014	FIELDER, MONICA	\$42.00
113898	12/9/2014	FISHNET SECURITY	\$700.00
113899	12/9/2014	FOLLETT SCHOOL SOLUTIONS, INC.	\$767.06
113900	12/9/2014	GARRETT TIRES & TREADS	\$685.92
113901	12/9/2014	GIBBS SMITH	\$4,140.21
113902	12/9/2014	GREGORY, MINTA	\$13.84
113903	12/9/2014	GREISEN, KYLEE	\$160.59
113904	12/9/2014	HALLORAN AUTOMOTIVE	\$267.39
113905	12/9/2014	HARTWIG, CALVIN T.	\$35.50
113906	12/9/2014	HASTINGS MIDDLE SCHOOL STUDENT COUN	\$4.00
113907	12/9/2014	HASTINGS MUSEUM	\$40.00
113908	12/9/2014	HASTINGS OUTDOOR POWER, LLC	\$196.83
113909	12/9/2014	HASTINGS SR HIGH ACTIVITY FUND	\$8,175.00
113910	12/9/2014	HASTINGS TRIBUNE	\$595.28
113911	12/9/2014	HASTINGS UTILITIES	\$57,744.31

113836	11/25/2014	HEARTLAND CONCRETE & CONSTRUCTION II	\$36,046.39
113912	12/9/2014	HEARTLAND CONCRETE & CONSTRUCTION II	\$1,968.00
113913	12/9/2014	HERMAN, ART	\$24.75
113914	12/9/2014	HOMETOWN LEASING	\$13,757.67
113915	12/9/2014	HOUGHTON MIFFLIN HARCOURT	\$725.93
113916	12/9/2014	HOWARD'S GLASS	\$11.38
113917	12/9/2014	IMAGE MARKET	\$373.00
113918	12/9/2014	INGRAM LIBRARY SERVICES	\$1,112.93
113919	12/9/2014	J W PEPPER & SONS INC.	\$234.48
113920	12/9/2014	JACOBSON, STEPHANIE	\$139.33
113921	12/9/2014	JANK JOEL K MS	\$73.80
113922	12/9/2014	JERRY SPADY CHEVROLET,GMC, CADILLAC	\$1,143.36
113923	12/9/2014	JOHNSON, ADELINE _44107	\$50.16
113924	12/9/2014	JOHNSON, BAILEY - HMS	\$178.67
113788	11/14/2014	JORGENSON, DOUG	\$22.44
113925	12/9/2014	JUNIOR LIBRARY GUILD	\$552.00
113926	12/9/2014	K-MART	\$197.29
113927	12/9/2014	K-T HEATING & AIR CONDITIONING, INC.	\$132.48
113928	12/9/2014	KAUTZ, CRAIG	\$133.87
113929	12/9/2014	KELVIN LP	\$426.66
113930	12/9/2014	KINLEY, JILL	\$62.16
113931	12/9/2014	KLINGLER EMBROIDERY & ENGRAVING	\$242.60
113932	12/9/2014	KLOPPENBORG, TORREY BUS	\$28.00
113933	12/9/2014	KRAMER'S WRECKER SERVICE, INC.	\$458.00
113934	12/9/2014	KRIEGER ELECTRIC	\$96.00
113935	12/9/2014	KRUEGER, VICKI WA	\$60.00
113789	11/14/2014	KUCIREK ENGINEERING, INC.	\$8,898.00
113936	12/9/2014	KULLY PIPE & STEEL CO	\$723.16
113937	12/9/2014	LAIRD, TONY	\$228.00
113938	12/9/2014	LAKESHORE LEARNING MATERIALS	\$29.99
113939	12/9/2014	LIGHTSPEED TECHNOLOGIES	\$21.00
113940	12/9/2014	LINDBLAD, SUSAN	\$45.31
113941	12/9/2014	LITTLE CAESARS - HASTINGS	\$18.00
113942	12/9/2014	LONG, KATHY	\$105.61
113943	12/9/2014	LONGFELLOW ELEMENTARY ACTIVITY FUND	\$142.00
113837	11/25/2014	LUNCHTIME SOLUTIONS, INC	\$151,144.09
113944	12/9/2014	LUNCHTIME SOLUTIONS, INC	\$199.65
113945	12/9/2014	MAAR, RAQUEL	\$42.00
113946	12/9/2014	MATHESON TRI-GAS, INC	\$21,701.41
113947	12/9/2014	McBRIDE, RHONDA	\$115.36
113838	11/25/2014	MCGRAW- HILL COMPANIES	\$951.32

113948	12/9/2014	MCGRAW- HILL COMPANIES	\$1,378.84
113949	12/9/2014	MCMURRAY, GLENDA LO	\$6.96
113950	12/9/2014	MENARDS	\$517.31
113951	12/9/2014	MESSERER, JENNY	\$82.55
113952	12/9/2014	MID-WEST RESTURANT SUPPLY	\$275.29
113953	12/9/2014	MIDAMERICA BOOKS	\$170.55
113954	12/9/2014	MIDWEST MEDIAL TRANSPORT CO.	\$2,698.00
113955	12/9/2014	MIDWEST TECHNOLOGY PRODUCTS	\$2,397.30
113956	12/9/2014	MLMH PROFESSIONAL SEVICES	\$199.00
113957	12/9/2014	MOORE MUSIC COMPANY	\$1,207.30
113958	12/9/2014	MORTON SCHOOL	\$80.40
113839	11/25/2014	MUNOZ, MONTESSA	\$47.20
113959	12/9/2014	MURRAY CONNIE MO	\$19.77
113960	12/9/2014	NAPA AUTO PARTS	\$2,471.45
113961	12/9/2014	NASCO	\$167.07
113962	12/9/2014	NATIONAL AUTISM RESOURCES	\$81.73
113963	12/9/2014	NCS EQUIPMENT, INC.	\$325.92
113964	12/9/2014	NEBR ASSN OF SCHOOL BOARDS	\$397.00
113965	12/9/2014	NEBRASKA CENTRAL EQUIPMENT	\$217.66
113966	12/9/2014	NEBRASKA TRUCK CENTER, INC	\$27.28
113967	12/9/2014	NICOLARSEN MIKE SH	\$47.34
113968	12/9/2014	OLIVER & ANDY'S BOOK COMPANY	\$781.56
113969	12/9/2014	ONESOURCE THE BACKGROUND CHECK CO.	\$295.00
113970	12/9/2014	OPPERMAN TIFFANY MS	\$32.06
113971	12/9/2014	OPPERMAN, JAY	\$84.26
113972	12/9/2014	ORIENTAL TRADING COMPANY	\$72.48
113973	12/9/2014	PASTIME LANES	\$1,053.00
113974	12/9/2014	PAVELKA TRUCK & TRAILER	\$3,717.35
113975	12/9/2014	PAYFLEX SYSTEMS USA INC	\$858.30
113790	11/14/2014	PAYROLL MAXX	\$418.00
113976	12/9/2014	PAYROLL MAXX	\$416.00
113977	12/9/2014	PC & MAC EXCHANGE	\$357.00
113978	12/9/2014	PEARSON EDUCATION INC.	\$85,794.86
113979	12/9/2014	PEDROZA, MELISSA	\$169.12
113980	12/9/2014	PEREDA-CARREON, ROSALINDA	\$42.00
113981	12/9/2014	PERRY, GUTHERY, HAASE & GESSFORD PC	\$1,843.50
113982	12/9/2014	PETR, JOAN MO	\$31.73
113983	12/9/2014	PHYS THERAPY & SPORT REHAB	\$9,002.58
113984	12/9/2014	POPPLERS MUSIC STORE	\$202.85
113985	12/9/2014	PRAIRIE LOFT	\$92.00
113986	12/9/2014	PREFERRED MAIL SERVICE	\$8,000.00

113987	12/9/2014	PRODUCTIVITY INC	\$839.62
113988	12/9/2014	PROTEX CENTRAL	\$215.00
113989	12/9/2014	QUILL CORPORATION	\$735.86
113990	12/9/2014	READING WITH TLC	\$339.20
113991	12/9/2014	RENAISSANCE LEARNING	\$3,085.50
113992	12/9/2014	RUNDLE, JOCELYN	\$101.62
113993	12/9/2014	RUSS'S IGA	\$86.99
113994	12/9/2014	SCHAKAT, JOHN	\$10.00
113995	12/9/2014	SCHNEIDER, JEFF	\$107.31
113996	12/9/2014	SCHOLASTIC, INC	\$174.90
113997	12/9/2014	SCHOOL LIFE	\$147.00
113998	12/9/2014	SCHOOL MATE	\$60.00
113999	12/9/2014	SCHOOL SPECIALITY	\$99.08
114000	12/9/2014	SCHULTZ, AMBER	\$42.00
114001	12/9/2014	SENSENEY MUSIC, INC	\$85.92
114002	12/9/2014	SHERWIN-WILLIAMS CO	\$38.09
114003	12/9/2014	SITSPOTS	\$55.70
114004	12/9/2014	SLECHTA KRISTEN MS	\$75.98
114005	12/9/2014	SOUTH CENTRAL BOBCAT, INC	\$689.59
114006	12/9/2014	STELLING BRASS & WINDS INC.	\$642.75
114007	12/9/2014	STUHR MUSEUM EDUC. DEPT.	\$845.25
113840	11/25/2014	SYNCB/AMAZON	\$1,086.44
114008	12/9/2014	THE INTERIOR GALLERY	\$415.00
114009	12/9/2014	THE MUSICIAN'S CHOICE LLC	\$60.00
114010	12/9/2014	THE TOTAL PACKAGE	\$16.77
114011	12/9/2014	TOM DINSDALE CHEV	\$3,417.16
114012	12/9/2014	TRACTOR SUPPLY CO	\$211.94
114013	12/9/2014	TRIMBLE, LAUREN	\$45.43
114014	12/9/2014	UNL ASEM BUSINESS OFFICE	\$310.00
114015	12/9/2014	UNL AUTISM CONFERENCE	\$100.00
114016	12/9/2014	UNO BUSINESS OFFICE	\$222.00
113827	11/21/2014	US BANK	\$10,159.10
114017	12/9/2014	US SCHOOL SUPPLIES	\$486.00
114018	12/9/2014	VAN BROCKLIN, JOHN	\$74.32
114019	12/9/2014	VOCABULARY SPELLING CITY	\$58.50
114020	12/9/2014	VoWAC PUBLISHING CO.	\$451.36
114021	12/9/2014	W.G. PAULEY LUMBER COMPANY	\$576.18
114022	12/9/2014	WARE, ANDREW BUS	\$7.50
114023	12/9/2014	WEHRMAN, VICTORIA	\$75.05
113791	11/14/2014	WEMBLY AUDIO SYSTEMS	\$450.00
114024	12/9/2014	WEMBLY AUDIO SYSTEMS	\$719.90

114025	12/9/2014	WILLIAMS, ROGER	\$22.40
114026	12/9/2014	WINDSTREAM_1205	\$2,257.97
114027	12/9/2014	WOODARD, JEREMY WA	\$25.20
114028	12/9/2014	WOODWARDS DISP SERV	\$2,525.00
114029	12/9/2014	YANDAS MUSIC	\$2,277.00
			\$836,051.82

ACTIVITY 1/15

Check Number	Date	Payee	Amount
2407	1/7/2015	ADAM, SETH	\$130.00
2408	1/7/2015	ALBER, WILSON	\$65.00
2384	12/23/2014	AMERICAN HEART ASSN	\$739.00
2409	1/7/2015	ANSTINE, TERRY	\$325.00
2385	12/23/2014	ATKINSON, LACEY LO	\$19.24
2293	12/11/2014	B & H PHOTO-VIDEO	\$743.60
2410	1/7/2015	BIG DALLY'S DELI	\$72.18
2336	12/18/2014	BIG G ACE	\$18.23
2386	12/23/2014	BIGGER FASTER STRONGER, INC.	\$1,035.60
2411	1/7/2015	BOSHART, KELLY	\$40.00
2337	12/18/2014	BRENNFOERDER, JORDAN	\$80.00
2294	12/11/2014	BRENNFOERDER, JORDAN	\$80.00
2414	1/7/2015	Cash	\$250.00
2413	1/7/2015	Cash	\$250.00
2412	1/7/2015	Cash	\$1,000.00
2341	12/18/2014	Cash	\$750.00
2340	12/18/2014	Cash	\$250.00
2339	12/18/2014	Cash	\$1,000.00
2338	12/18/2014	Cash	\$1,000.00
2300	12/11/2014	Cash	\$1,000.00
2299	12/11/2014	Cash	\$1,000.00
2298	12/11/2014	Cash	\$1,000.00
2297	12/11/2014	Cash	\$1,000.00
2296	12/11/2014	Cash	\$250.00
2295	12/11/2014	Cash	\$250.00
2387	12/23/2014	CASH-WA CANDY CO	\$399.76
2342	12/18/2014	CASH-WA CANDY CO	\$500.67
2343	12/18/2014	CLASSIC SPORTSWEAR & AWARDS	\$3,398.00
2415	1/7/2015	COMPETITIVE EDGE	\$2,023.24
2388	12/23/2014	COMPUTER HARDWARE, INC	\$49.00
2301	12/11/2014	CONN, GREG	\$50.00
2302	12/11/2014	CREECH, LANCE MS	\$55.43
2303	12/11/2014	CRICKET SPORTS	\$2,738.43
2416	1/7/2015	D.A.A STUDIOS	\$258.00
2417	1/7/2015	DANIELSON, DREW	\$65.00
2304	12/11/2014	DAVIDSON, GWEN SH	\$35.72
2305	12/11/2014	DMILACO SPORTS FASHIONS	\$242.00
2306	12/11/2014	DOLLIVER, DENNIS	\$50.00
2344	12/18/2014	DRAMATISTS PLAY SERVICES, INC	\$35.00
2307	12/11/2014	EAKES OFFICE SOLUTIONS	\$107.99

ACTIVITY 1/15

2345	12/18/2014	EASTBAY TEAM SERVICES	\$663.50
2346	12/18/2014	EBERLY, JIM	\$80.00
2389	12/23/2014	ED SERV UNIT 9	\$112.50
2390	12/23/2014	EMERSON, ERIK MS	\$263.17
2392	12/23/2014	FAJARDO-NORTON, DELTA SH	\$1,543.97
2391	12/23/2014	FAJARDO, DANIEL	\$75.00
2418	1/7/2015	FASTENAL COMPANY	\$3.28
2347	12/18/2014	FASTENAL COMPANY	\$6.55
2348	12/18/2014	FIRST TO THE FINISH	\$938.00
2308	12/11/2014	FISHER, BRIAN	\$125.00
2349	12/18/2014	FRANSSEN, ELIZABETH	\$65.33
2350	12/18/2014	FRANSSEN, JESSICA	\$535.00
2419	1/7/2015	FUNDRAISING UNIVERSITY	\$5,299.20
2420	1/7/2015	GARY MICHAEL'S CLOTHIERS	\$510.00
2351	12/18/2014	GOLF TEAM PRODUCTS	\$268.00
2421	1/7/2015	GRABILL, BRENT	\$65.00
2422	1/7/2015	GRAND ISLAND SENIOR HIGH	\$50.00
2309	12/11/2014	GRAND ISLAND SENIOR HIGH	\$255.00
2423	1/7/2015	GRAPHIC EDGE	\$63.98
2352	12/18/2014	GRAPHIC EDGE	\$1,418.75
2424	1/7/2015	HAGEDORN, RANDY	\$195.00
2353	12/18/2014	HARTMAN, DACIA	\$25.00
2425	1/7/2015	HARTMAN, ROD	\$390.00
2354	12/18/2014	HARTMAN, ROD	\$130.00
2310	12/11/2014	HARTMAN, ROD	\$130.00
2311	12/11/2014	HASTINGS AREA CHAMBER OF COMMERCE	\$3,680.00
2355	12/18/2014	HASTINGS EDUCATION ASSN	\$260.00
2312	12/11/2014	HASTINGS ELKS COUNTRY CLUB	\$100.00
2426	1/7/2015	HASTINGS MIDDLE SCHOOL STUDENT COUN	\$25.00
2427	1/7/2015	HASTINGS SR HIGH ACTIVITY FUND	\$120.00
2356	12/18/2014	HAUFF SPORTING GOODS	\$1,318.97
2313	12/11/2014	HAUFF SPORTING GOODS	\$424.30
2428	1/7/2015	HEMBERGER, DAVE	\$325.00
2314	12/11/2014	HEMBERGER, DAVE	\$130.00
2357	12/18/2014	HHS BAND PARENTS	\$2,205.00
2429	1/7/2015	HIGGINS, TIM	\$325.00
2430	1/7/2015	HINRICHS, KURT	\$390.00
2358	12/18/2014	HOCK, SILAS	\$10.00
2359	12/18/2014	HOFF CLEANERS, INC.	\$305.75
2360	12/18/2014	INK CREDIBLE INC.	\$1,129.35
2431	1/7/2015	INTERCULTURAL STUDENT EXPERIENCE	\$2,564.96

ACTIVITY 1/15

2393	12/23/2014	ITZEN, BRIAN	\$53.66
2432	1/7/2015	JONES JR., JAMES A.	\$130.00
2394	12/23/2014	KIMLE, MICHELLE MS	\$34.74
2361	12/18/2014	KISSINGER, ELIZABETH	\$240.00
2433	1/7/2015	KISSINGER, MATT	\$240.00
2434	1/7/2015	KISSINGER, RANDY	\$130.00
2315	12/11/2014	KISSINGER, RANDY	\$130.00
2362	12/18/2014	KLEINJAN, NATALIA	\$10.00
2435	1/7/2015	KROLL, MARC	\$455.00
2316	12/11/2014	KUTA, ANDREW	\$80.00
2436	1/7/2015	LADWIG, CHRIS	\$325.00
2437	1/7/2015	LANGIN, JAMES P.	\$130.00
2438	1/7/2015	LANGUAGE AND FRIENDSHIP	\$4,201.00
2395	12/23/2014	LAUX, BRIAN	\$60.42
2363	12/18/2014	LAUX, KENDRA	\$40.44
2364	12/18/2014	LINCOLN HIGH SCHOOL	\$565.00
2365	12/18/2014	LINCOLN SOUTHEAST HIGH SCHOOL	\$280.00
2366	12/18/2014	LITTLE CAESARS - HASTINGS	\$252.00
2317	12/11/2014	LITTLE CAESARS - HASTINGS	\$81.00
2318	12/11/2014	LUNCHTIME SOLUTIONS, INC	\$977.21
2367	12/18/2014	LYONS, CONNOR	\$65.00
2319	12/11/2014	LYONS, CONNOR	\$125.00
2439	1/7/2015	MARTIN, ROSS	\$65.00
2320	12/11/2014	MARTIN, RYAN	\$140.00
2396	12/23/2014	MATHCOUNTS REGISTRATION	\$110.00
2440	1/7/2015	MATTICKS, RICK	\$125.00
2397	12/23/2014	MAU, SHELLY	\$120.00
2368	12/18/2014	MAU, SHELLY	\$296.00
2441	1/7/2015	MAYS, GREG MS	\$72.00
2369	12/18/2014	MAYS, GREG MS	\$124.59
2370	12/18/2014	MOORE MUSIC COMPANY	\$9.95
2321	12/11/2014	MZOOKA, LLC	\$1,770.51
2398	12/23/2014	NGUYEN, NANCY	\$75.00
2322	12/11/2014	NORFOLK COUNTRY INN	\$649.90
2323	12/11/2014	NSAA	\$360.00
2442	1/7/2015	O'DEY, TIM	\$260.00
2324	12/11/2014	OMAHA SOUTH HIGH SCHOOL	\$150.00
2371	12/18/2014	PC & MAC EXCHANGE	\$1,475.00
2325	12/11/2014	PEPSI OF HASTINGS -	\$791.00
2443	1/7/2015	PHYS THERAPY & SPORT REHAB	\$290.00
2444	1/7/2015	PITSCO EDUCATION	\$171.94

ACTIVITY 1/15

2445	1/7/2015	POTTHOFF JODY SH	\$21.37
2399	12/23/2014	PREISENDORF, BECCA	\$75.00
2446	1/7/2015	ROSNO, TODD	\$65.00
2447	1/7/2015	ROWAN, MINDY	\$53.91
2400	12/23/2014	RUSS'S IGA	\$195.98
2372	12/18/2014	RUSS'S IGA	\$17.52
2326	12/11/2014	RUSS'S IGA	\$124.49
2373	12/18/2014	SALAZ, MARIA TERESA	\$18.90
2327	12/11/2014	SANDY CREEK HIGH SCHOOL	\$100.00
2374	12/18/2014	SCREEN MACHINE	\$367.00
2448	1/7/2015	SHAW, BRIAN	\$325.00
2449	1/7/2015	SHUCK, TERRY	\$130.00
2450	1/7/2015	SHUCK, TROY	\$65.00
2401	12/23/2014	SIDE- OUT FOUNDATION	\$910.38
2328	12/11/2014	SIMMONS, MIKE	\$143.68
2329	12/11/2014	SLECHTA KRISTEN MS	\$173.74
2375	12/18/2014	SOUTHEASTERN PERFORMANCE APPAREL	\$1,767.64
2330	12/11/2014	SOUTHEASTERN PERFORMANCE APPAREL	\$87.00
2451	1/7/2015	STEVENSON, DOUGLAS L.	\$195.00
2376	12/18/2014	STEVENSON, DOUGLAS L.	\$130.00
2377	12/18/2014	SUGAR SHACK COUNTRY CANDLE CO	\$240.56
2452	1/7/2015	SUGHROUE, ED	\$325.00
2378	12/18/2014	SUGHROUE, ED	\$130.00
2402	12/23/2014	SYNCB/AMAZON	\$268.62
2331	12/11/2014	TECRE CO, INC.	\$113.95
2403	12/23/2014	TERMINUS TEES	\$487.00
2379	12/18/2014	THE TOTAL PACKAGE	\$1,920.38
2404	12/23/2014	US BANK	\$2,156.35
2405	12/23/2014	VALENTINO'S	\$238.00
2380	12/18/2014	VALENTINO'S - COLUMBUS	\$127.04
2453	1/7/2015	VALENTINO'S - GI	\$197.20
2381	12/18/2014	VARSITY SPIRIT FASHIONS	\$77.45
2332	12/11/2014	VARSITY SPIRIT FASHIONS	\$302.85
2333	12/11/2014	WALMART	\$150.00
2454	1/7/2015	WALSWORTH PUBLISHING CO	\$8,639.98
2455	1/7/2015	WELLS, BARTON J.	\$65.00
2456	1/7/2015	WELLS, BROOK	\$65.00
2457	1/7/2015	WELLS, KIRBY	\$65.00
2382	12/18/2014	WHITEFOOT MARKET, INC.	\$1,506.50
2458	1/7/2015	WILLIAMS, JEREMY	\$185.00
2383	12/18/2014	WILLIAMS, JEREMY	\$65.00

ACTIVITY 1/15

2334	12/11/2014	WILLIAMS, JEREMY	\$65.00
2459	1/7/2015	WILLIAMS, NATHAN	\$65.00
2335	12/11/2014	WINNER'S CIRCLE	\$21.75
2460	1/7/2015	WRESTLER'S WORLD-SUPLAY.COM	\$925.84
2461	1/7/2015	YANDAS MUSIC	\$4,349.98
2406	12/23/2014	ZIMMERMAN PRINTING & SHIRT SHACK	\$738.25
			\$93,000.32

GENERAL FUND			
DECEMBER, 2014			
Balance November 30, 2014			\$ 7,226,487.49
December Receipts			
	Taxes	\$ 153,728.28	
	State of Nebraska	\$ 2,358,834.19	
	Other	\$ 62,766.34	
			\$ 2,575,328.81
December Disbursements			\$ 3,221,535.26
Balance December 31, 2014			\$ 6,580,281.04

GENERAL FUND			
January Projections for General Fund			
General Fund Balance 12/31/2014			\$ 6,580,281.04
Projected General Fund Receipts for January			
Taxes	\$ 1,045,000.00		
Other Receipts	\$ 2,000,000.00		\$ 3,045,000.00
Less Obligations:			
Outstanding Checks	\$ 45,544.37		
Vendors To Be Paid in January	\$ 300,000.00		
January Payroll	\$ 2,680,000.00		\$ 3,025,544.37
PROJECTED JANUARY GENERAL FUND BALANCE			
			\$ 6,599,736.67

QUALIFIED CAPITAL OUTLAY FUND

December, 2014

Balance November 30, 2014 \$ 1,377,729.20

December Receipts:

Taxes	\$	2,065.47	
Interest	\$	42.21	
Other	\$	-	
			\$ 2,107.68

December Disbursements:

Bond Principal Payment	\$	85,000.00	
Bond Interest Payment	\$	198,079.55	
Other Payments	\$	-	
			\$ 283,079.55

Balance December 31 2014 \$ 1,096,757.33

Bond Principal Payment due in 14-15	\$	85,000.00
Bond Interest Payment due in 14-15	\$	394,452.30
Sinking Fund Transfer due in 14-15	\$	110,000.00

Balance of Sinking Account	\$	435,082.17
Outstanding Bonds	\$	7,010,000.00
Outstanding Interest	\$	5,669,458.40

SUMMARY OF FUND BALANCES

December, 2014

	Lunch	Special Building Fund	Employee Benefit
Balance 11-30-14	\$194,254.48	\$41,078.81	\$861,526.02
December Receipts	\$173,221.37	\$37.02	\$35.91
December Disbursements	\$171,229.34		
Balance 12-31-14	\$196,246.51	\$41,115.83	\$861,561.93

Depreciation Fund

December, 2014

Balance 11/31/2014	\$1,234,590.05
December Receipts	\$30.54
December Disbursements	\$385.39
Balance 12/31/14	\$1,234,235.20

	Budgeted	Balance
Instruments	\$10,000.00	\$10,000.00
Uniforms	\$10,000.00	\$10,000.00
Roofs	\$200,000.00	\$200,000.00
Transportation	\$200,000.00	\$270,000.00
Equipment	\$297,513.00	\$300,000.00
Data/Security/Infrastructure	\$200,000.00	\$200,000.00
Miscellaneous	\$38,000.00	\$100,000.00
		\$1,090,000.00

Projected 08-31-16 Financial Reports January, 2015	\$144,235.20
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COOPERATIVE FUND

DECEMBER, 2014

Balance November 30, 2014		\$ 1,146,760.74
December Receipts		
Interest	\$ 29.93	
Other Receipts		\$ 29.93
Less Orders Issued in December		\$ 74,289.31
Actual Balance on December 31, 2014		\$ 1,072,501.36

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Projects Already Approved:

High School

Boiler Burner	\$ 11,750.00
Bathrooms - Center	\$ 4,419.72
Air Compressor in Media Center	\$ 3,500.00
HVAC unit in Room 138	\$ 5,590.00
Counselor Offices - remodel	\$ 3,000.00
Remodel FCS room	\$ 787.00

Middle School

Landscaping	\$ 1,500.00
Covers for expansion Joints	\$ 2,500.00

Alcott

Landscaping front	\$ 1,500.00
Patch playground	\$ 3,500.00
Exhaust fans in restrooms	\$ 2,126.00
Caulk Front Windows	\$ 1,000.00

Hawthorne

Camera System in BD room	\$ 296.00
Sidewalks on Crane Ave and in front	\$ 702.00
Restroom partitions	\$ 5,500.00
Playground/border/wood chips	\$ 2,500.00

Lincoln

Repair dock steps	\$ 2,500.00
Playground Gravel	\$ 2,500.00
AC for Kitchen	\$ 7,000.00
Repair outside field	\$ 500.00

Longfellow	Camera in Room 111	\$	216.00	
	Remove Ivy	\$	1,500.00	
	Shelving in rooms 130/132	\$	1,000.00	
	Repair stucco SW corner	\$	1,000.00	
	Window shades in rooms 130/132	\$	1,000.00	
Morton				
	Remodel Time Out Room	\$	4,263.54	
Watson				
	Cabinets in library	\$	2,000.00	
	Repair drip fans RTU	\$	1,500.00	
	Repair lockers	\$	1,000.00	
	Gravel on playground	\$	4,000.00	
	Fence north playground	\$	3,500.00	
Other	Flooring throughout district			
	Filtration on pneumatic control systems	\$	1,500.00	
	Asphalt/Concrete throughout district	\$	66,090.00	
Miscellaneous	Teachers 5.0 FTE	\$	412,318.00	
	Contingency	\$	46,983.00	
		\$	-	
	Total for projects			
				\$ 610,541.26
Fund Balance				\$ 461,960.10

Elementary Construction Fund

December, 2014

Balance, November 30, 2014	\$	7,702,459.55
December Receipts		
Interest	\$	39.79
Other Receipts		
Less Orders Issued in December	\$	22,016.77
Actual Balance on December 31 , 2014	\$	7,680,482.57

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Contracts Already Approved:

	Contract	Paid	Balance
Farris Construction - WA	\$ 4,152,643.00		\$ 4,152,643.00
Kucirek Engineering	\$ 561,000.00	\$ 8,898.00	\$ 552,102.00
Cannon Moss Brygger & Assoc	\$ 1,048,567.18	\$ 174,752.06	\$ 873,815.12

Misc Payments:

Bob Stahla Mobile Homes	\$ 427.00
Farris Construction - Misc	\$ 11,250.00
Hastings Utilities	\$ 350.00
Heartland Concrete	\$ 4,685.50
Kucirek Engineering	\$ 5,000.00
Nebr Liquid Asset Fund	\$ 1,747.86
Olsson Associates	\$ 16,000.00
Rutt's Heating & Air	\$ 115,500.00
Scott Stoetzel Construction	\$ 2,600.00
Williams Midwest Housemoving	\$ 5,000.00

Construction Fund Balance	\$	2,101,922.45
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INVESTMENT REPORT

December, 2014

General Fund

2013-2014 Total Interest Earned		\$3,827.51
Super Now Account, Heritage Bank 2014-2015 Interest Earned	\$130,005.32	\$20.96
NLAF 2014-2015 Interest Earned	\$46,195.75	\$1.63
Heritage Bank, Repo Account 2014-2015 Interest Earned	\$2,866,506.16	\$621.92
NLAF - CD's 2014-2015 Interest Earned	\$2,976,000.00	
2014-2015 Interest Earned		\$644.51

Special Buildings Fund

2013-2014 Total Interest Earned		\$20.47
Heritage Bank, Repo Account 2014-2015 Interest Earned	\$41,080.55	\$6.81
2014-2015 Interest Earned		\$6.81

Employee Benefit Fund

2013-2014 Total Interest Earned		\$369.75
Heritage Bank, Repo Account 2014-2015 Interest Earned	\$841,193.62	\$137.36
NLAF 2014-2015 Interest Earned	\$20,368.31	\$0.71
2014-2015 Interest Earned		\$138.07

Financial Reports
January, 2015

INVESTMENT REPORT

Qualified Capital Purpose Undertaking Fund

2013-2014 Total Interest Earned		\$319.17
Heritage Bank, Repo Account 2014-2015 Interest Earned	\$894,864.14	\$135.16
NLAF 2014-2015 Interest Earned	\$21,811.49	\$0.76
2014-2015 Interest Earned		\$135.92

Lunch Fund

2013-2014 Total Interest Earned		\$100.69
Heritage Bank, Repo Account 2014-2015 Interest Earned	\$290,440.37	\$43.70

Depreciation Fund

2013-2014 Total Interest Earned		\$429.12
Heritage Bank, Repo Account 2014-2015 Interest Earned	\$713,584.26	\$111.96
NLAF 2014-2015 Interest Earned	\$26,175.27	\$0.91
NLAF - CD's 2014-2015 Interest Earned	\$496,000.00	
2014-2015 Interest Earned		\$112.87

INVESTMENT REPORT

Elementary Construction Fund

2013-2014 Total Interest Earned		\$54.09
Nebraska Liquid Asset Fund, CD's 2014-2015 Interest Earned	\$3,968,000.00	\$0.00
Nebraska Liquid Asset Fund 2014-2015 Interest Earned	\$3,739,998.09	\$134.08
Heritage Bank, Repo Account 2014-2015 Interest Earned	\$127,734.73	\$37.29
NLAF - CD's 2014-2015 Interest Earned	\$496,000.00	
2014-2015 Interest Earned		\$171.37

High School Construction Fund

2013-2014 Total Interest Earned		\$383.95
Wells Fargo, QSC Bonds 2014-2015 Interest Earned	\$90,956.44	\$0.31
Wells Fargo, BABS Bonds 2014-2015 Interest Earned	\$228,073.64	\$0.31
Nebraska Liquid Asset Fund, Sinking Funds 2014-2015 Interest Earned	\$435,086.17	\$12.48
Wells Fargo, Sinking Fund 2014-2015 Interest Earned	\$1,638.22	\$0.03
2014-2015 Interest Earned		\$13.13

Hastings Public Schools District 18

Board Agenda Report

Fiscal Year: 2014-2015

Subtotal by Collapse Mask

Include pre encumbrance

Print accounts with zero balance

Filter Encumbrance Detail by Date Range

From Date: 12/1/2014 To Date: 12/31/2014

Account Number	Description	GL Budget	Range To Date	YTD	Balance	Encumbrance	Budget Balance	% Bud
01.1100.0000.0.00.00	Totals	\$19,693,344.00	\$1,504,920.26	\$6,380,691.04	\$13,312,652.96	\$8,025,704.02	\$5,286,948.94	26.85%
	PROGRAM: Instruction - 1100	\$19,693,344.00	\$1,504,920.26	\$6,380,691.04	\$13,312,652.96	\$8,025,704.02	\$5,286,948.94	26.85%
01.1200.0000.0.00.00	Totals	\$6,874,885.00	\$560,563.58	\$2,016,387.33	\$4,858,497.67	\$2,310,842.27	\$2,547,655.40	37.06%
	PROGRAM: School Age Special Education - 1200	\$6,874,885.00	\$560,563.58	\$2,016,387.33	\$4,858,497.67	\$2,310,842.27	\$2,547,655.40	37.06%
01.1300.0000.0.00.00	Totals	\$13,346.00	\$475.00	\$993.00	\$12,353.00	\$225.00	\$12,128.00	90.87%
	PROGRAM: High Ability Learner Program - 1300	\$13,346.00	\$475.00	\$993.00	\$12,353.00	\$225.00	\$12,128.00	90.87%
01.1900.0000.0.00.00	Totals	\$2,000.00	\$0.00	\$546.38	\$1,453.62	\$0.00	\$1,453.62	72.68%
	PROGRAM: Undesignated - 1900	\$2,000.00	\$0.00	\$546.38	\$1,453.62	\$0.00	\$1,453.62	72.68%
01.2100.0000.0.00.00	Totals	\$719,205.00	\$53,285.23	\$217,836.72	\$501,368.28	\$293,793.89	\$207,574.39	28.86%
	PROGRAM: Support Services - Pupils - 2100	\$719,205.00	\$53,285.23	\$217,836.72	\$501,368.28	\$293,793.89	\$207,574.39	28.86%
01.2200.0000.0.00.00	Totals	\$1,595,671.00	\$171,518.73	\$635,454.29	\$960,216.71	\$512,133.75	\$448,082.96	28.08%
	PROGRAM: Support Service - Staff - 2200	\$1,595,671.00	\$171,518.73	\$635,454.29	\$960,216.71	\$512,133.75	\$448,082.96	28.08%
01.2300.0000.0.00.00	Totals	\$1,679,030.00	\$157,308.26	\$534,860.26	\$1,144,169.74	\$289,654.62	\$854,515.12	50.89%
	PROGRAM: General Administration - 2300	\$1,679,030.00	\$157,308.26	\$534,860.26	\$1,144,169.74	\$289,654.62	\$854,515.12	50.89%
01.2400.0000.0.00.00	Totals	\$2,131,739.00	\$178,976.89	\$722,322.90	\$1,409,416.10	\$868,677.82	\$540,738.28	25.37%
	PROGRAM: Office of Principal - 2400	\$2,131,739.00	\$178,976.89	\$722,322.90	\$1,409,416.10	\$868,677.82	\$540,738.28	25.37%
01.2500.0000.0.00.00	Totals	\$1,349,183.00	\$75,214.32	\$303,939.89	\$1,045,243.11	\$171,451.15	\$873,791.96	64.76%
	PROGRAM: Business Administration - 2500	\$1,349,183.00	\$75,214.32	\$303,939.89	\$1,045,243.11	\$171,451.15	\$873,791.96	64.76%
01.2600.0000.0.00.00	Totals	\$3,968,835.00	\$250,324.96	\$1,010,045.71	\$2,958,789.29	\$853,518.20	\$2,105,271.09	53.05%
	PROGRAM: Operation and Maintenance of Plant - 2600	\$3,968,835.00	\$250,324.96	\$1,010,045.71	\$2,958,789.29	\$853,518.20	\$2,105,271.09	53.05%
01.2700.0000.0.00.00	Totals	\$976,815.00	\$61,296.92	\$250,021.43	\$726,793.57	\$208,614.88	\$518,178.69	53.05%
	PROGRAM: Transportation - 2700	\$976,815.00	\$61,296.92	\$250,021.43	\$726,793.57	\$208,614.88	\$518,178.69	53.05%
01.3100.0000.0.00.00	Totals	\$25,000.00	\$0.00	\$0.00	\$25,000.00	\$0.00	\$25,000.00	100.00%
	PROGRAM: Textbook Load Program - 3100	\$25,000.00	\$0.00	\$0.00	\$25,000.00	\$0.00	\$25,000.00	100.00%
01.3500.0000.0.00.00	Totals	\$54,770.00	\$2,125.15	\$8,500.55	\$46,269.45	\$14,463.39	\$31,806.06	58.07%
	PROGRAM: State Programs - 3500	\$54,770.00	\$2,125.15	\$8,500.55	\$46,269.45	\$14,463.39	\$31,806.06	58.07%
01.4200.0000.0.00.00	Totals	\$850,903.00	\$75,911.79	\$301,998.09	\$548,904.91	\$411,117.64	\$137,787.27	16.19%
	PROGRAM: Gr. Title I - 4200	\$850,903.00	\$75,911.79	\$301,998.09	\$548,904.91	\$411,117.64	\$137,787.27	16.19%
01.4300.0000.0.00.00	Totals	\$129,534.00	\$5,020.61	\$43,394.16	\$86,139.84	\$25,843.89	\$60,295.95	46.55%
	PROGRAM: Gr. Title II Part A - 4300	\$129,534.00	\$5,020.61	\$43,394.16	\$86,139.84	\$25,843.89	\$60,295.95	46.55%
01.4400.0000.0.00.00	Totals	\$864,018.00	\$85,124.13	\$320,374.21	\$543,643.79	\$392,647.37	\$150,996.42	17.48%
	PROGRAM: IDEA Pt B Spec Ed - PreK - 4400	\$864,018.00	\$85,124.13	\$320,374.21	\$543,643.79	\$392,647.37	\$150,996.42	17.48%
01.4700.0000.0.00.00	Totals	\$42,703.00	\$6,147.51	\$30,109.91	\$12,593.09	\$0.00	\$12,593.09	29.49%
	PROGRAM: Perkins Vocational Grant - 4700	\$42,703.00	\$6,147.51	\$30,109.91	\$12,593.09	\$0.00	\$12,593.09	29.49%
01.4900.0000.0.00.00	Totals	\$211,566.00	\$31,672.69	\$72,163.97	\$139,402.03	\$48,969.06	\$90,432.97	42.74%
	PROGRAM: Other Federal Program - 4900	\$211,566.00	\$31,672.69	\$72,163.97	\$139,402.03	\$48,969.06	\$90,432.97	42.74%

Hastings Public Schools District 18

Board Agenda Report

Fiscal Year: 2014-2015

From Date: 12/1/2014 To Date: 12/31/2014

Subtotal by Collapse Mask

Include pre encumbrance

Print accounts with zero balance

Filter Encumbrance Detail by Date Range

Account Number	Description	GL Budget	Range To Date	YTD	Balance	Encumbrance	Budget Balance	% Bud
01.6000.0000.0.00.00	Totals	\$198,602.00	\$0.00	\$0.00	\$198,602.00	\$0.00	\$198,602.00	100.00%
	PROGRAM: Summer School - 6000	\$198,602.00	\$0.00	\$0.00	\$198,602.00	\$0.00	\$198,602.00	100.00%
01.8000.0000.0.00.00	Totals	\$63,600.00	\$0.00	\$0.00	\$63,600.00	\$0.00	\$63,600.00	100.00%
	PROGRAM: Fund Transfers - 8000	\$63,600.00	\$0.00	\$0.00	\$63,600.00	\$0.00	\$63,600.00	100.00%
01.9000.0000.0.00.00	Totals	\$70,290.00	\$1,649.23	\$9,218.16	\$61,071.84	\$0.00	\$61,071.84	86.89%
	PROGRAM: OTHER PROGRAMS - 9000	\$70,290.00	\$1,649.23	\$9,218.16	\$61,071.84	\$0.00	\$61,071.84	86.89%
01.9100.0000.0.00.00	Totals	\$0.00	\$0.00	\$50,000.00	(\$50,000.00)	\$0.00	(\$50,000.00)	0.00%
	PROGRAM: NON-PROGRAMMED CHARGES - 9100	\$0.00	\$0.00	\$50,000.00	(\$50,000.00)	\$0.00	(\$50,000.00)	0.00%
Grand Total:		\$41,515,039.00	\$3,221,535.26	\$12,908,858.00	\$28,606,181.00	\$14,427,656.95	\$14,178,524.05	34.15%

End of Report

GENERAL - 1/15

Check Number	Date	Payee	Amount
114102	1/19/2015	A.R.M. PROPERTIES, LLC	\$325.00
114074	12/19/2014	AdvancED	\$30.00
114103	1/19/2015	ADVANCED ELECTRIC	\$3,847.10
114104	1/19/2015	ALLENS OF HASTINGS, INC.	\$109.20
114105	1/19/2015	AMERI-TECH INDUSTRIAL, INC.	\$51.43
114106	1/19/2015	AMSAN	\$212.87
114107	1/19/2015	ANDERSON AUTO PARTS	\$86.96
114108	1/19/2015	AS CENTRAL SERVICES	\$236.79
114109	1/19/2015	BAXTER, TAREN MO	\$23.25
114110	1/19/2015	BEAVE, ERIN	\$74.36
114075	12/19/2014	BEAVE, MARY MS	\$19.92
114111	1/19/2015	BIG DALLY'S DELI	\$26.90
114112	1/19/2015	BIG G ACE	\$1,677.64
114113	1/19/2015	BOUND TO STAY BOUND BOOKS	\$78.56
114114	1/19/2015	BRAMBLE, KATIE H. START	\$139.17
114115	1/19/2015	BROWN, ANDREA	\$2,286.40
114116	1/19/2015	BUSINESS WORLD PRODUCTS	\$71.88
114117	1/19/2015	CALDWELL, HILARY	\$4.08
114118	1/19/2015	CALLAHAN, CECILE	\$43.21
114090	12/24/2014	CANNON MOSS BRYGGER ARCHITECTS	\$21,551.24
114119	1/19/2015	CANNON MOSS BRYGGER ARCHITECTS	\$12,139.20
114120	1/19/2015	CAREY'S PEST CONTROL	\$738.00
114121	1/19/2015	CARMICHAEL CONSTRUCTION	\$110.00
114122	1/19/2015	CASH-WA CANDY CO	\$44.01
114123	1/19/2015	CENTRAL COMMUNITY COLLEGE - HA	\$1,656.00
114124	1/19/2015	CENTRAL NEBR REHAB SERVICES	\$9,135.66
114125	1/19/2015	CENTRAL RESTAURANT PRODUCTS	\$502.31
114126	1/19/2015	CGSMUSIC	\$1,242.15
114127	1/19/2015	CITY OF HASTINGS _15870	\$724.00
114076	12/19/2014	CITY OF HASTINGS- DEVELOPMENT SERVICES	\$77.76
114128	1/19/2015	CITY OF HASTINGS- DEVELOPMENT SERVICES	\$85.00
114129	1/19/2015	COMPUTER HARDWARE, INC	\$417.00
114130	1/19/2015	CONDITIONED AIR MECHANICALS	\$6,846.47
114131	1/19/2015	CONYERS, DON BUS	\$22.00
114132	1/19/2015	CPI/COOPERATIVE PRODUCERS, INC	\$7,982.90
114133	1/19/2015	CRAFT, LARRY MAINT.	\$367.95
114134	1/19/2015	CRAFTSMAN WINDOW COVERINGS, INC.	\$133.75
114135	1/19/2015	CREECH, KIMBERLY LI	\$24.60
114136	1/19/2015	CULLIGAN WATER CONDITION	\$317.35
114137	1/19/2015	CUMMINS CENTRAL POWER, LLC	\$125.00

GENERAL - 1/15

114138	1/19/2015	CURTISS, HOLLY H.START	\$148.68
114139	1/19/2015	DAVIS, JACKIE HA	\$59.74
114140	1/19/2015	DAVIS, PAM MO	\$25.43
114141	1/19/2015	DEMCO, INC.	\$115.83
114142	1/19/2015	DIAL HEATING & AIR CONDITIONING, INC.	\$76.70
114143	1/19/2015	DIETZE MUSIC	\$46.80
114077	12/19/2014	DUMAS, CHAD AD	\$70.35
114144	1/19/2015	DUTTON-LAINSON	\$4,265.35
114145	1/19/2015	EAKES OFFICE SOLUTIONS	\$1,275.04
114146	1/19/2015	EARL MAY SEED & NURSERY L.C.	\$104.99
114147	1/19/2015	ED SERV UNIT 10	\$798.00
114148	1/19/2015	ED SERV UNIT 6	\$450.00
114030	12/12/2014	ED SERV UNIT 9	\$283.75
114149	1/19/2015	ED SERV UNIT 9	\$112,458.85
114150	1/19/2015	EDUCATIONAL FONTWARE, INC.	\$100.00
114151	1/19/2015	EGAN SUPPLY COMPANY	\$1,721.35
114152	1/19/2015	EMERSON, ERIK MS	\$49.00
114153	1/19/2015	ESSINK DAVE MS	\$5.74
114154	1/19/2015	EVAN-MOOR EDUCATIONAL PUBLISHERS	\$133.05
114155	1/19/2015	FAMILY MEDICAL CENTER	\$338.00
114156	1/19/2015	FARBERS PIANO TUNING & REPAIR	\$205.00
114157	1/19/2015	FASTENAL COMPANY	\$21.21
114078	12/19/2014	FETC 2015	\$1,160.00
114079	12/19/2014	Fiberdyne Labs, Inc	\$61.52
114158	1/19/2015	FIELDER, MONICA	\$144.00
114159	1/19/2015	FLEETPRIDE	\$237.84
114160	1/19/2015	FOLLETT SCHOOL SOLUTIONS, INC.	\$123.04
114161	1/19/2015	GENERAL PARTS	\$50.19
114162	1/19/2015	GILLHAM, CLARISSA SH	\$28.54
114163	1/19/2015	GLENWOOD TELECOMMUNICATIONS, INC.	\$9,481.47
114164	1/19/2015	GOPHER SPORTS	\$280.56
114165	1/19/2015	GREISEN, KYLEE	\$23.15
114166	1/19/2015	GRIFFIN JOAN MS	\$18.19
114167	1/19/2015	HALLORAN AUTOMOTIVE	\$713.19
114168	1/19/2015	HARTWIG, CALVIN T.	\$34.00
114091	12/24/2014	HASTINGS AREA CHAMBER OF COMMERCE	\$20.00
114080	12/19/2014	HASTINGS SR HIGH ACTIVITY FUND	\$150.00
114169	1/19/2015	HASTINGS SR HIGH ACTIVITY FUND	\$839.55
114170	1/19/2015	HASTINGS TRIBUNE	\$551.47
114171	1/19/2015	HASTINGS UTILITIES	\$64,813.07
114172	1/19/2015	HEAD START CHILD & DEVELOPMENT PROGRAM	\$4,284.00

GENERAL - 1/15

114173	1/19/2015	HEARTLAND CONCRETE & CONSTRUCTION INC	\$1,820.00
114174	1/19/2015	HERMAN, ART	\$31.13
114175	1/19/2015	HOMETOWN LEASING	\$13,757.67
114081	12/19/2014	HOUGHTON MIFFLIN HARCOURT	\$636.53
114176	1/19/2015	HOUGHTON MIFFLIN HARCOURT	\$3,380.00
114177	1/19/2015	HOWARD'S GLASS	\$2,611.70
114178	1/19/2015	INGRAM LIBRARY SERVICES	\$1,307.26
114179	1/19/2015	INSECT LORE PRODUCTS	\$94.33
114180	1/19/2015	INTERGRATED SECURITY SOLUTIONS	\$85.00
114181	1/19/2015	ISLAND SUPPLY WELDING	\$138.07
114182	1/19/2015	JACOBSON, STEPHANIE	\$36.00
114183	1/19/2015	JANK JOEL K MS	\$67.25
114095	1/9/2015	JENKINS, ERICA	\$5.00
114184	1/19/2015	JENKINS, ERICA	\$6.62
114082	12/19/2014	JERRY SPADY CHEVROLET,GMC, CADILLAC	\$754.99
114185	1/19/2015	JERRY SPADY CHEVROLET,GMC, CADILLAC	\$36.27
114186	1/19/2015	JIMMY JOHN'S - HASTINGS	\$87.42
114187	1/19/2015	JOHNSON HARDWARE COMPANY	\$3,779.00
114083	12/19/2014	JOHNSON, BAILEY - HMS	\$218.15
114188	1/19/2015	JOHNSON, BAILEY - HMS	\$134.79
114189	1/19/2015	JOHNSON, ERIN	\$275.66
114084	12/19/2014	JOHNSON, KAYLA AL	\$133.06
114085	12/19/2014	JOHNSON, SARA AD	\$39.76
114190	1/19/2015	JOSTENS	\$8.16
114191	1/19/2015	K-MART	\$641.62
114192	1/19/2015	KAPCO	\$55.39
114096	1/9/2015	KAUFFMAN, JODI	\$5.00
114193	1/19/2015	KEILIG, LARRY	\$58.00
114194	1/19/2015	KIMLE, MICHELLE MS	\$65.69
114195	1/19/2015	KINLEY, JILL	\$67.20
114196	1/19/2015	KLOPPENBORG, TORREY BUS	\$26.00
114197	1/19/2015	KOLN	\$775.00
114198	1/19/2015	KRAMER'S WRECKER SERVICE, INC.	\$290.00
114199	1/19/2015	KRIZ-DAVIS COMPANY	\$17.96
114200	1/19/2015	KRUEGER, JUDY	\$49.15
114201	1/19/2015	KSNB	\$170.00
114202	1/19/2015	KUCERA PAINTING	\$2,050.00
114203	1/19/2015	KUCIREK ENGINEERING, INC.	\$8,898.00
114204	1/19/2015	KULLY PIPE & STEEL CO	\$271.15
114205	1/19/2015	LARSON, CARRIE	\$43.55
114086	12/19/2014	LESSONPIX, INC.	\$324.00

GENERAL - 1/15

114031	12/12/2014	LEWIS CINDY LO	\$164.76
114032	12/12/2014	LIGHTSPEED TECHNOLOGIES	\$5.00
114097	1/9/2015	LINCOLN SCHOOL PARENT GROUP	\$1,440.00
114206	1/19/2015	LINDBLAD, SUSAN	\$18.24
114207	1/19/2015	LONG, KATHY	\$17.32
114033	12/12/2014	LUNCHTIME SOLUTIONS, INC	\$129,822.95
114208	1/19/2015	LUNCHTIME SOLUTIONS, INC	\$1,490.45
114209	1/19/2015	MAAR, RAQUEL	\$18.00
114092	12/24/2014	MATHCOUNTS REGISTRATION	\$110.00
114210	1/19/2015	MATHESON TRI-GAS, INC	\$83.55
114211	1/19/2015	McBRIDE, RHONDA	\$31.08
114034	12/12/2014	MCMURRAY, GLENDA LO	\$22.44
114212	1/19/2015	MENARDS	\$633.54
114213	1/19/2015	MID-STATES AUTOMATION & CONTROL INC	\$711.70
114214	1/19/2015	MIDWEST SYMPOSIUM LEADERSHIP IN BD	\$160.00
114215	1/19/2015	MOORE MUSIC COMPANY	\$115.20
114093	12/24/2014	MOSS, DONNA	\$332.28
114216	1/19/2015	MURRAY CONNIE MO	\$140.54
114217	1/19/2015	NAPA AUTO PARTS	\$485.99
114218	1/19/2015	NASSP	\$150.00
114219	1/19/2015	NE COUNCIL OF SCHOOL ADMIN	\$150.00
114035	12/12/2014	NE DOL/BOILER INSPECT PROGRAM	\$18.00
114220	1/19/2015	NEBR ASSN OF SCHOOL BOARDS	\$379.00
114221	1/19/2015	NEBR DEPT OF EDUCATION	\$100.00
114222	1/19/2015	NEBRASKA CENTRAL EQUIPMENT	\$1,581.41
114098	1/9/2015	NEBRASKA RURAL WATER ASSN.	\$550.00
114223	1/19/2015	NebSPRA	\$30.00
114224	1/19/2015	NIELSEN, RUTH	\$12.72
114225	1/19/2015	NORTH AMERICAN ENTERPRISE	\$240.00
114226	1/19/2015	NSNB	\$50.00
114227	1/19/2015	O'KEEFE ELEVATOR CO	\$2,288.23
114228	1/19/2015	ONEILL COLLEEN AL	\$184.80
114229	1/19/2015	ONESOURCE THE BACKGROUND CHECK CO.	\$230.00
114230	1/19/2015	OSGOOD, TAMISHA ROSE	\$12.54
114231	1/19/2015	PANTOJA, VIVIANA LARA	\$18.00
114232	1/19/2015	PAYROLL MAXX	\$418.00
114233	1/19/2015	PHYS THERAPY & SPORT REHAB	\$7,887.18
114234	1/19/2015	PREFERRED MAIL SERVICE	\$4,000.00
114235	1/19/2015	PRODUCTIVITY INC	\$198.15
114236	1/19/2015	PROTEX CENTRAL	\$1,861.00
114036	12/12/2014	PROTRADE CREDIT SERVICES	\$25,016.79

GENERAL - 1/15

114237	1/19/2015	QUILL CORPORATION	\$272.88
114087	12/19/2014	REINER, DIANA	\$6.49
114238	1/19/2015	REINER, DIANA	\$22.05
114239	1/19/2015	RICHARDS JOHN J.	\$9.50
114240	1/19/2015	ROGERS	\$79.98
114241	1/19/2015	RUNDLE, JOCELYN	\$52.64
114242	1/19/2015	RUSS'S IGA	\$431.14
114243	1/19/2015	RUTTS HEATING & AIR CONDITIONING INC	\$867.55
114244	1/19/2015	SAFETY-KLEEN	\$490.30
114099	1/9/2015	SAMS CLUB DIRECT	\$208.04
114245	1/19/2015	SCENTCO, INC.	\$275.00
114246	1/19/2015	SCHAKAT, JOHN	\$12.00
114247	1/19/2015	SCHNEIDER, JEFF	\$145.32
114248	1/19/2015	SCHOLASTIC, INC	\$104.41
114249	1/19/2015	SCHULTZ, AMBER	\$53.95
114250	1/19/2015	SHAW, MARILYN	\$22.96
114251	1/19/2015	SHERWIN-WILLIAMS CO	\$627.58
114037	12/12/2014	SIRSIDYNIX #774271	\$20,250.68
114252	1/19/2015	SNELL, PENNY	\$49.15
114253	1/19/2015	SOUTH CENTRAL BOBCAT, INC	\$420.54
114094	12/24/2014	STATE OF NEBRASKA DEPT OF CORRECTIONAL S	\$10,500.00
114088	12/19/2014	STRATASYS, INC.	\$4,987.51
114254	1/19/2015	STUHR MUSEUM EDUC. DEPT.	\$87.50
114255	1/19/2015	STUNKEL, STACI	\$15.83
114256	1/19/2015	SWAYZE, AMY	\$196.14
114257	1/19/2015	SYNCB/AMAZON	\$1,352.85
114258	1/19/2015	T-C CEILINGS, INC.	\$1,800.00
114259	1/19/2015	THE CREATIVE TEACHER	\$82.33
114038	12/12/2014	THE EDUCATION CENTER	\$89.85
114260	1/19/2015	THE TOTAL PACKAGE	\$38.01
114261	1/19/2015	TRIMBLE, LAUREN	\$9.68
114100	1/9/2015	UDEN, SHONA	\$5.00
114262	1/19/2015	ULINE	\$63.66
114089	12/19/2014	US BANK	\$5,195.05
114263	1/19/2015	VAN BROCKLIN, JOHN	\$53.23
114264	1/19/2015	VANDERPOOL, HOLLY	\$58.26
114101	1/9/2015	VETTER, AMY	\$5.00
114265	1/19/2015	VOMWEG, MARCIA	\$17.56
114266	1/19/2015	VoWAC PUBLISHING CO.	\$22.95
114267	1/19/2015	W.G. PAULEY LUMBER COMPANY	\$863.97
114268	1/19/2015	WADKINS KIMBERLY WA	\$18.55

GENERAL - 1/15

114269	1/19/2015	WILL, RITA	\$7.63
114270	1/19/2015	WILLIAMS MIDWEST HOUSEMOVERS, INC.	\$4,000.00
114271	1/19/2015	WILLIAMS, ROGER	\$20.16
114272	1/19/2015	WITT, PAULA	\$32.79
114273	1/19/2015	WOODARD, JEREMY WA	\$26.88
114274	1/19/2015	WOODWARDS DISP SERV	\$2,525.00
114275	1/19/2015	YANDAS MUSIC	\$1,115.54
114276	1/19/2015	YAZDGERDI, COMRON	\$37.46
			\$561,414.65



December 29, 2014

Employees in all types of organizations and companies face obstacles to staying physically active and eating right. Some employers help overcome these challenges by promoting a wellness culture, implementing healthy cultural changes.

On behalf of the American Heart Association, I would like to congratulate your organization on achieving **Fit Friendly** recognition for November 2014. This is a huge accomplishment which reflects your hard work and commitment to improving your employees' health. Thank you for championing the health of your employees.

In our 11-state Midwest Affiliate region, we recognized **323 worksites**, which employ approximately **1,134,000 employees**. If you would like more detailed information regarding your level of recognition, please contact your local American Heart Association staff partner or your local American Heart Association office.

I have included a web link to view all the downloadable Fit-Friendly worksite seal files and instructions for usage: [Fit-Friendly-Worksites---Downloadable-Documents](#). These documents are intended for organizations like yours that have received this designation from the American Heart Association.

I would like to introduce you to a new resource we have available for you to download; our **Healthy Workplace Food and Beverage Toolkit**. This kit will help you improve the food environment and promote a culture of health in your workplace. It provides practical action steps and suggestions that are easy to understand and apply. [Get the toolkit now.](#)

Thank you again for all you are doing to help your employee's lead healthier lives, free of cardiovascular diseases and stroke.

Warm Regards,

A handwritten signature in black ink that reads "Kevin D. Harker". The signature is written in a cursive style with a long horizontal flourish extending to the right.

Kevin D. Harker
Executive Vice President, Midwest Affiliate

GOOD NEWS

1. Wednesday, December 17th, students from Mrs. Little's 7th grade homeroom class made a special trip to the KHAS Radio Station to record their Public Service Announcement. Thomas Harling, Hailey Haase, Erika Hernandez, Kennedy Howard, Chase Johnson, Devin Juranek, Kolbie Kaiser, Jackson Moncrief, Dakota Perez, Isabel Shafer, and Tyler Weseman were the winners of the 7th grade PSA contest. Their PSA will be added to the regular oration of PSAs that will be played on KHAS throughout the holiday season.

Fourteen of the 7th grade homerooms presented their PSAs over the school intercom and all HMS staff members voted on the winner. Congratulations to all!

2. Congratulations to these HHS athletes for being named recipients of the Fall 2014 Nebraska Chiropractic Physicians Association (NCPA) Academic All-State Awards:

Boys Cross Country: Tylan Matthias and Daulten Sadd

Girls Cross Country: Chloe Ferrone

Football: Morgan Karloff and Jefferson Keele

Softball: Sophia Pankratz and Alexandra Schmidt

Boys Tennis: Matthew Karnes

Volleyball: Elizabeth Franssen and Madeline Warrick

Since 2006, the NSAA and the NCPA have been recognizing students during the fall, winter, and spring seasons who are nominated by their schools for their individual academic excellence, leadership, and significant contributions in their NSAA activity.

3. Congratulations to the Tiger Wrestling team for winning the 30-team Flatwater Fracas! Hastings went 7-0 during the two day tournament, December 18th and 19th, and had five wrestlers go undefeated.
4. Congratulations to HHS English teacher and Debate coach, Delta Fajardo-Norton, for being recognized by the National Speech & Debate Association as a Second Diamond Coach! Under her instruction, students have earned more than 30,000 credit points through their presentations, competition, and service.
5. Hastings Public Schools has achieved Fit-Friendly Worksite status from the American Heart Association. (See attached letter)
6. Kathy Perdew, Watson Special Education teacher, received a grant award from the Autism Society for \$69 to help with purchase items for her class.

PUBLIC PARTICIPATION IN BOARD MEETINGS

The Board recognizes, values, and appreciates citizen input in School District matters. In order to assure citizens of the District are heard and Board meetings are conducted efficiently and in an organized manner, the Board shall set aside time for citizen input at specific times during a regular meeting. The Board has the discretion to limit the amount of time set aside for public participation, and the Board President has the discretion to limit the amount of time set aside for each person wishing to address the Board. Normally such time shall be no more than five minutes per person.

As determined by the Board, but prior to the "Recommended Action" portion of the agenda, the Board will provide members of the public with the opportunity to be heard.

Prior to the end of a regular meeting, the Board will provide members of the public with a second opportunity to be heard. Comments or questions during both opportunities for public participation may be directed toward any School District matter. Subjects for comment should involve areas within the Board's proper responsibility. Discussion on unrelated matters shall be discouraged.

At no time during a meeting of the Board shall comments or questions relating to employees of the District be permitted; such comments or questions should be referred to the Superintendent at another time.

Citizens wishing to present petitions to the Board may do so at either time for public comment. However, the Board will only receive the petitions and will not act upon them or their contents.

Upon receiving recognition from the Board President during either opportunity for public participation, the member of the public addressing the Board shall state their name and address before making a comment or asking a question. The member of the public shall restrict their comments to the time limit established by the Board President. A Board member may ask questions of the speaker after being recognized by the Board President. At the conclusion of an individual's comments, the Board President will provide the individual with the appropriate recognition for their contribution to the meeting. Because it is important to be factual and accurate with members of the public, questions raised by a citizen at a meeting of the Board may go unanswered by the end of that meeting. However, if a factual and accurate answer can be provided, the Board President may charge the Superintendent with the task of providing a response to the citizen's question in a timely fashion.

If the pressures of business or other circumstances dictate, the Board President may eliminate one or both opportunities for public participation at a particular meeting.

The orderly process of the Board meeting shall not be interfered with or disrupted. Only those speakers recognized by the Board President shall be allowed to speak. Comments by others are out of order. If disruptive, the individual making the comments or another individual causing disruption may be asked to leave the Board meeting.

All members of the Board are responsible for assisting the Board President in assuring that meetings are carried out within the parameters provided above and in attaining the stated purpose of the meeting.

Legal Reference: Nebraska Statute 84-1408 to 1414

Cross Reference:	201.07	School Board Member Liability
	204.03	Public Hearings
	204.05	Open Meetings
	204.10	Agenda
	403.05	Public Complaints about Employees

Approved 03/17/08 Reviewed _____ Revised _____

HASTINGS PUBLIC SCHOOLS

PUBLIC PARTICIPATION IN BOARD MEETINGS

The Board recognizes, values, and appreciates citizen input in School District matters. ~~In order~~To assure citizens of the District are heard and Board meetings are conducted efficiently and in an organized manner, the Board shall set aside time for citizen input at specific times during a regular meeting. The Board has the discretion to limit the amount of *total* time set aside for public participation, and the Board President has the discretion to limit the amount of time set aside for each person wishing to address the Board. Normally such time shall be no more than five minutes per person.

As determined by the Board, but prior to the "Recommended Action" portion of the agenda, the Board will provide members of the public with the opportunity to be heard. *At this time, public comments shall be limited to the agenda items of the meeting.*

Prior to the end of a regular meeting, the Board will provide members of the public with a second opportunity to be heard. *At this time, public comments may address agenda items from the meeting or any area, other than personnel, within the Board's proper responsibility.* ~~Comments or questions during both opportunities for public participation may be directed toward any School District matter. Subjects for comment should involve areas within the Board's proper responsibility.~~ Discussion on unrelated matters shall be discouraged.

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Approved 03/17/08 Reviewed _____ Revised _____

CERTIFICATED EMPLOYEE – PERSONAL AND PROFESSIONAL CONDUCT

The Hastings Public Schools expects its certificated employees to adhere to the professional standards established by the Nebraska Department of Education as such standards may be modified from time to time.

The Superintendent shall be responsible for providing certificated staff with access to the standards through administrative rules and regulations or by other means as determined by the Superintendent.

Legal Reference: R.R.S. §79-824 TENURE: Terms Defined
NDE Code of Ethics, Professional Practice Commission
NDE Title 95, Chapters 1 and 2

Approved _____ Reviewed _____ Revised _____

HASTINGS PUBLIC SCHOOLS

CERTIFICATED EMPLOYEE - PERSONAL AND PROFESSIONAL CONDUCT

The Hastings Public Schools expects its certificated employees to adhere to the professional ethics standards established by the Nebraska Department of Education as such standards may be modified from time to time. The professional ethics standards certificated employees are expected to adhere to include those set forth below. References to "educator" shall include all certificated employees of the District.

Preamble

The educator shall believe in the worth and dignity of human beings. Recognizing the supreme importance of the pursuit of truth, the devotion to excellence and the nurture of democratic citizenship, the educator shall regard as essential to these goals the protection of the freedom to learn and to teach and the guarantee of equal educational opportunity for all. The educator shall accept the responsibility to practice the profession to these ethical standards.

The educator shall recognize the magnitude of the responsibility he or she has accepted in choosing a career in education, and engages, individually and collectively with other educators, to judge his or her colleagues, and to be judged by them, in accordance with the provisions of this code of ethics.

The standards listed in this section are held to be generally accepted minimal standards for public school certificate holders in the State of Nebraska and for all educators, including administrators, with respect to ethical and professional conduct.

Principle I - Commitment as a Professional Educator:

Fundamental to the pursuit of high educational standards is the maintenance of a profession possessed of individuals with high skills, intellect, integrity, wisdom, and compassion. The educator shall exhibit good moral character, maintain high standards of performance and promote equality of opportunity.

In fulfillment of the educator's contractual and professional responsibilities, the educator:

- A. Shall not interfere with the exercise of political and citizenship rights and responsibilities of students, colleagues, parents, school patrons, or school board members.
- B. Shall not discriminate on the basis of race, color, creed, sex, marital status, age, national origin, ethnic background, or handicapping condition.

- C. Shall not use coercive means, or promise or provide special treatment to students, colleagues, school patrons, or school board members in order to influence professional decisions.
- D. Shall not make any fraudulent statement or fail to disclose a material fact for which the educator is responsible.
- E. Shall not exploit professional relationships with students, colleagues, parents, school patrons, or school board members for personal gain or private advantage.
- F. Shall not sexually harass students, parents or school patrons, employees, or board members.
- G. Shall not have had revoked for cause in another state a teaching certificate, administrative certificate, or any certificate enabling a person to engage in any of the activities for which a special services counseling certificate is issued in Nebraska.
- H. Shall not engage in conduct involving dishonesty, fraud, deceit, or misrepresentation in the performance of professional duties.
- I. Shall report to the Superintendent any known violation of paragraphs G, E, or B above.
- J. Shall seek no reprisal against any individual who has reported a violation of this rule.

Principle II - Commitment to the Student:

Mindful that a profession exists for the purpose of serving the best interests of the client, the educator shall practice the profession with genuine interest, concern, and consideration for the student. The educator shall work to stimulate the spirit of inquiry, the acquisition of knowledge and understanding, and the thoughtful formulation of worthy goals.

In fulfillment of the obligation to the student, the educator:

- A. Shall permit the student to pursue reasonable independent scholastic effort, and shall permit the student access to varying points of view.
- B. Shall not deliberately suppress or distort subject matter for which the educator is responsible.
- C. Shall make reasonable effort to protect the student from conditions which interfere with the learning process or are harmful to health or safety.
- D. Shall conduct professional educational activities in accordance with sound educational practices that are in the best interest of the student.
- E. Shall keep in confidence personally identifiable information that has been obtained in the course of professional service, unless disclosure serves professional purposes, or is required by law.

- F. Shall not tutor for remuneration students assigned to his or her classes unless approved by the Board of Education.
- G. Shall not discipline students using corporal punishment.

Principle III - Commitment to the Public:

The magnitude of the responsibility inherent in the education process requires dedication to the principles of our democratic heritage. The educator bears particular responsibility for instilling an understanding of the confidence in the rule of law, respect for individual freedom, and a responsibility to promote respect by the public for the integrity of the profession.

In fulfillment of the obligation to the public, the educator:

- A. Shall not misrepresent an institution with which the educator is affiliated, and shall take added precautions to distinguish between the educator's personal and institutional views.
- B. Shall not use institutional privileges for private gain or to promote political candidates, political issues, or partisan political activities.
- C. Shall neither offer nor accept gifts or favors that will impair professional judgment.
- D. Shall support the principle of due process and protect the political, citizenship, and natural rights of all individuals.
- E. Shall not commit any act of moral turpitude, nor commit any felony under the laws of the United States or any state or territory.
- F. Shall, with reasonable diligence, attend to the duties of his or her professional position.

Principle IV - Commitment to the Profession:

In belief that the quality of the services to the education profession directly influences the nation and its citizens, the educator shall exert every effort to raise professional standards, to improve service, to promote a climate in which the exercise of professional judgment is encouraged, and to achieve conditions which attract persons worthy of the trust to careers in education. The educator shall believe that sound professional relationships with colleagues are built upon personal integrity, dignity, and mutual respect.

In fulfillment of the obligation to the profession, the educator:

- A. Shall provide upon the request of an aggrieved party, a written statement of specific reasons for recommendations that lead to the

denial of increments, significant changes in employment, or termination of employment.

- B. Shall not misrepresent his or her professional qualifications, nor those of colleagues.
- C. Shall practice the profession only with proper certification, and shall actively oppose the practice of the profession by persons known to be unqualified.

Principle V - Commitment to Professional Employment Practices:

The educator shall regard the employment agreement as a pledge to be executed both in spirit and in fact. The educator shall believe that sound personnel relationships with governing boards are built upon personal integrity, dignity, and mutual respect.

In fulfillment of the obligation to professional employment practices, the educator:

- A. Shall apply for, accept, offer, or assign a position or responsibility on the basis of professional preparation and legal qualifications.
- B. Shall not knowingly withhold information regarding a position from an applicant or employer, or misrepresent an assignment or conditions of employment.
- C. Shall give prompt notice to the employer of any change in availability of service.
- D. Shall conduct professional business through designated procedures, when available, that have been approved by the employing agency.
- E. Shall not assign to unqualified personnel, tasks for which an educator is responsible.
- F. Shall permit no commercial or personal exploitation of his or her professional position.
- G. Shall use time on duty and leave time for the purpose for which intended.

Legal Reference: R.R.S. §79-824 TENURE: Terms Defined
NDE Code of Ethics, Professional Practice Commission
NDE Title 95, Chapters 1 and 2

Approved _____ Reviewed _____ Revised _____

HASTINGS PUBLIC SCHOOLS

Hastings Public Schools Action Plan

Hastings Public Schools

Target Area for Improvement: Rigor and Relevance in all curricular areas.				
Improvement Goal: Increase Rigor and Relevance so that all students are College and/or Career Prepared.		Expectations for student learning: Increased literacy and numeracy competency.		Targeted Participants: All students, as well as Special Education, ELL, Free and Reduced Lunch, Hispanic
Intervention: Culture: Build the capacity of all stakeholders in the organization to improve student learning. This development of capacity will focus upon the development of a culture of self-regulation, self-direction, meta-cognition, and respect through engaging all stakeholders in teaching and learning.				Evaluation: NeSA-R, M (gr 3 - 8 & 11), NeSA-S (gr 5, 8 & 11), Gallup Student Survey, EXPLORE, PLAN
Timeframe for Implementation: June 2012 - June 2015 (3 years); Year 1: Development of a High-Performing Culture; Year 2: Reinforcing a High-Performing Culture; Year 3: Refining a High-Performing Culture; Year 4: Reflect and Maintain (2015 - 16)				
Actions	Schedule	Responsibilities	Monitoring	Resources
Year 1: Development of a High-Performing Culture (2012 - 13)				
Ongoing Summer Trainings	2012: Summer	Interested staff attend trainings hosted by ESU 9.	Staff attendance	ESU Trainings
Ongoing School-year Trainings	2012: August - May	Designated staff attend trainings hosted by ESU 9, as well as weekly conference calls.	Staff attendance	ESU Trainings
Engage current staff and students in building a high-performing and collaborative school environment.	2012: August - May	Current staff involved in work with ESU 9 staff and CIA to cultivate a sense of student and staff ownership and leadership in their classroom (through observation, modeling, and co-teaching).	ESU and CIA Staff co-teaching and co-learning with teaching staff and students.	ESU and CIA staff
Cultivation of support network for staff developing a high-performing culture with students	2012: August - May	Develop online community for sharing amongst participants, as well as monthly meetings with ESU 9. CIA will continue to infuse monthly liaison meetings with principles of self-regulation, self-direction, meta-cognition, and respect.	Online community (facebook?), attendance at meetings, Agendas for meetings	Meeting times, website design (CIA staff), monthly agendas
Development of a sense of community between staff members in buildings	2012: August - May	ESU 9 staff conduct either semesterly Training Of Trainers (TOT) sessions with buildings principals, facilitate staff meetings, and/or TOT of SI Leaders at SI Leadership Days	Attendance at trainings, agendas at staff meetings, reflections of staff from meetings	Meeting times for TOTs and/or staff meetings
Development of outreach to other staff in the District	2013: January - May	Staff members trained with ESU 9 will partner with a minimum of two colleagues to co-teach or model lessons with their students.	ESU and CIA staff will assist the co-teaching with additional colleagues	ESU and CIA staff
Development of outreach to Parents and the Community	2012: August - May	ESU and CIA staff will develop a monthly article highlighting the work at a school and/or the principles and how parents and the community can engage around this work (including evaluation components). This article will be disseminated via the District website, building newsletters, and distributed to media outlets.	ESU and CIA staff will develop the monthly articles	ESU and CIA staff
Year 2: Reinforcing a High-Performing Culture (2013 - 14)				
Ongoing Summer Trainings	2013: Summer	Designated staff attend trainings hosted by ESU 9.	Staff attendance	ESU Trainings

Ongoing School-year Trainings	2013: August - May	Designated staff attend trainings hosted by ESU 9, as well as weekly conference calls.	Staff attendance	ESU Trainings
Engage current staff and students	2013: August - May	Current staff involved in work with ESU 9 staff and CIA to cultivate a sense of student ownership and leadership in their classroom through weekly or bi-weekly lessons (through observation, modeling, and co-teaching).	ESU and CIA Staff co-teaching and co-learning with teaching staff and students.	ESU and CIA staff
Cultivation of support network for staff developing a high-performing culture with students	2013: August - May	Develop community for sharing amongst participants, as well as monthly meetings with ESU 9. CIA will continue to infuse monthly liaison and leadership meetings with principles of self-regulation, self-direction, meta-cognition, and respect.	Online community, attendance at meetings, Agendas for meetings	Meeting times, website design (CIA staff), monthly agendas
Cultivation of online support network for staff developing a high-performing culture with students	2013: August - May	Develop online community and support network for sharing amongst participants.	Online community	Website design (CIA staff), staff blogs, milearning blog, twitter
Development of a sense of community between staff members in buildings	2013: August - May	ESU 97 staff conduct either semesterly TOT sessions with buildings principals, facilitate staff meetings, present at conferences and/or TOT of SI Leaders at SI Leadership Days, incorporating the principles of self-regulation and self-direction.	Attendance at trainings, conferences, agendas at staff meetings, reflections of staff from meetings	Meeting times for TOTs and/or staff meetings
Outreach to other stakeholders in the District	2014: January - May	Staff members trained with ESU 9 will partner with colleagues to co-teach lessons with their students. Staff members trained with ESU9 will share their conference presentations with their colleagues.	CIA staff will assist the co-teaching with additional colleagues	CIA staff
Year 3: Refining a High-Performing Culture (2014 - 15)				
Engage current staff and students	2014: August - May	Current staff involved in work with ESU 9 staff and CIA to cultivate a sense of student ownership and leadership in their classroom through weekly or bi-weekly lessons.	Current staff initiative to advance this work	Email reminders to current staff
Cultivation of support network for staff developing a high-performing culture with students	2014: August - May	Develop community for sharing amongst participants. CIA will infuse monthly liaison and leadership meetings with principles of self-regulation, self-direction, meta-cognition, and respect. Liaisons will take information to PLC teams and build on it with their colleagues.	Liaison and Principal meeting agendas	Meeting times, monthly agendas
Development of a sense of community between staff members in buildings	2014: August - May	Staff conduct sessions with buildings principals, facilitate staff meetings, present at conferences and/or TOT of SI Leaders at SI Leadership Days, incorporating the principles of self-regulation and self-direction.	Attendance at trainings, conferences, agendas at staff meetings, reflections of staff from meetings	Meeting times for TOTs and/or staff meetings
Outreach to other stakeholders in the District	2015: January - May	Staff members will partner with colleagues to co-teach lessons with their students.	CIA staff will assist the co-teaching with additional colleagues	CIA staff
Reflect on Improvement Work and plan maintenance	Spring/Summer 2015	Using the External Review Format, CIA, in consultation with building SI Teams, will reflect on successes of plan and what aspects to place in maintenance mode.	Principal & SI Chair attendance; completion of External Review (ER) portions	SI Days, Forms; DI Plans; Standards Self-Assessment
Year 4: Reflect and Maintain (2015 - 16)				

Incorporate work into current initiatives	2015: August - May	incorporate principles of self-analysis, self-regulation, meta-cognition, and respect into building-level initiatives. Possibilities include PBIS, Character Education, Design Question 1, etc.	Building SI Plans	SI Leadership Time, Building Staff Development Days, PLC Staff Development
Reflect on Improvement Work and plan maintenance	Fall 2015	Using the External Review Format, CIA, in consultation with building SI Teams, will reflect on successes of plan and what aspects to place in maintenance mode.	Principal & SI Chair attendance; completion of External Review (ER) portions	SI Days, Forms; DI Plans; Standards Self-Assessment
Implement maintenance plan	2015: August - May	Maintain previous plan with reflection for External Review (ER) and future years.		

21st Century Skills	Based on the work of the Partnership for 21st Century Skills, a set of skills focused on preparing students for the 21st century. Foremost among these skills are the four C's of Creativity, Collaboration, Communication and Critical Thinking.
Art and Science of Teaching	The title of a book written by Marzano (2007) based on the research of effective instructional design.
Articulation	The logical progression of Essentials and Key Concepts from grade level to grade level, from course to course, within the curricular content areas.
Assessment: link all assessment words to webpage	
CIA	The Curriculum, Instruction, and Assessment Department.
Circle Project	The Circle Project helps individuals, organizations, and communities create new patterns, new stories and new cultures. It is about transforming K-12 education by addressing the challenges facing our schools at the level of system and not just at the level of symptom. The work is focused on creating learning mindsets where creativity can flourish. It is intended to develop recognition of areas of personal leadership and the empowerment of individuals to reignite the purpose(s) for which they do their work.
Core Instructional Staff	Teaching staff who have primary responsibilities in the areas of Language Arts, Mathematics, Science and Social Studies.
Designated Leadership	Individuals in the organization who have a primary role in providing leadership. This includes principals, assistant principals, liaisons, SI chairs, reading specialists, media specialists, and district office administration.
District Leadership That Works	The title of a book written by Marzano and Waters (2009) based on the research of effective District-level improvement.
Essentials	That which a student should know or be able to do at the end of each course or grade-level. There are 8 - 10 Essentials per course/content level.
ESU 9	The intermediate service agency serving multiple Districts near Hastings, including HPS.
Grading for Learning	A research-based theory focused on accurate reporting (grading) of learning.
Grading Summit	A large meeting of multiple stakeholders focused on best-practices associated with grading of student learning.
Instructional Framework	A research-based framework for how instruction should be organized in ways that promote student learning.
International Center for Leadership in Education	The organization responsible for developing the term and multiple resources around the ideas of Rigor and Relevance.
Key Concepts	The unpacked Essentials that include the specific knowledge, skills, reasoning or product necessary to attain the Essential.
Kinds of Targets	Kinds of Targets include knowledge, reasoning, skill, product and disposition. The Type of Evidence must match the Kind of Target.
Leading for Results	The title of a book written by Dennis Sparks, prolific author and former Executive Director of the National Staff Development Council. (insert weblink)
Q2 Boot Camp	An intense training of all core instructional staff in the District that occurred in August of 2011.
QAR	The Quality Assurance Review, the method from the AdvancEd accrediting organization that verifies quality assurance and provides specific required actions for future improvement.
Report Card	The method for reporting student learning.
Rigor/Relevance	A framework from the International Center for Leadership in Education designed to raise the quality of instruction. Rigor is specifically defined as levels of Bloom's, and Relevance as levels of application outside of the content area in real-world, unpredictable situations. The convergence of Rigor/Relevance on a matrix creates four quadrants for assessing the level of instruction.
Scale	A specific type of rubric that is used to guide instruction and is sensitive to learning over time and knowledge gained.
Selected Response	One Type of Evidence that is good at assessing Knowledge-level Targets.
Types of Evidence	Types of Evidence for demonstrating student learning include Teacher Observation, Selected Response, Extended Written Response, and Performance Assessment. The Type of Evidence must match the Kind of Target.

NOTE: How to bring new staff in the District up to speed (make process podcasts throughout?--maybe Katherine)

Hastings Public Schools Action Plan

Hastings Public Schools

Target Area for Improvement: Rigor and Relevance in all curricular areas.				
Improvement Goal: Increase Rigor and Relevance so that all students are College and/or Career Prepared.	Expectations for student learning: Increased literacy and numeracy competency.		Targeted Participants: All students, as well as Special Education, ELL, Free and Reduced Lunch, Hispanic	
Intervention: Instructional Practice: Build the capacity of the teaching staff in the organization to improve student learning. This development of capacity will focus upon curricular clarification, assessment literacy and instructional best practice--with the highest level of emphasis being on high quality instruction.			Evaluation: NeSA-R, M (gr 3 - 8 & 11), NeSA-S (gr 5, 8 & 11), Gallup Student Survey, EXPLORE, PLAN	
Timeframe for Implementation: June 2012 - June 2015 (3 years); Year 1: Scales, Assessments, Tracking Student Progress and Instructional Framework; Year 2: Tracking Student Progress (Chapter 1); Year 3: Instructional Framework in the Appraisal System: Feedback; Year 4: Instructional Framework in the Appraisal System: Evaluation & Reflect and Maintain				
Actions	Schedule	Responsibilities	Monitoring	Resources
Year 1: Scales, Assessments, Tracking Student Progress and Instructional Framework (2012 -				
Design and adopt an Instructional Framework	May, 2012	Admin Team recommends to the Board of Education to adopt Marzano's Art and Science of Teaching as our Instructional Framework	Board Adoption	Feedback & Empowerment Appendix B
Clarify Articulation: R, M, S	May, 2012	Using one or more representatives per grade-level per content area, staff will clarify articulation of Essentials and Key Concepts across grade-levels and courses.	Revised Essentials Templates	Substitutes for Work Days Building Administrators Attend
Common knowledge building for high quality assessment literacy.	Summer of 2012 and during 2012-2013 school year.	Using one or more representatives per grade-level per content area, staff will develop common knowledge of the Continuum of Evidence, Types of Evidence, and Kinds of Targets.	Monitor Products	Q2 Boot Camp information Understanding by Design Classroom Assessment for Student Learning: Doing It Right-Using it Well
Develop student-friendly language for Essentials/Key Concepts in R, M, S; then develop assessments that match kinds of targets	Summer of 2012	Using one or more representatives per grade-level per content area, staff will develop student-friendly language for all Essentials/Key Concepts, and, using the Essentials templates, as well as the Q2 Boot Camp information, Learning Teams identify evidence type for every Essential and provide to CIA. At least 1/2 of the assessments must be other than Selected Response (Rigor/Relevance and 21st Century Skills).	Creation of vertical alignment tables for each Essential; CIA will monitor	Summer Work Time; Marzano and Water's District Leadership That Works; Assessments per Essential Form; Q2 Boot Camp, Rigor/Relevance, 21st Cent Skills materials; Revised scales and rubrics
Develop template for Instructional Framework	Summer of 2012	CIA will develop a template for the introduction and implementation of Instructional Framework	CIA will develop the template develop	Instructional Framework; ESU 9
Set expectations for implementation of Instructional Framework	Summer of 2012	CIA, in coordination with building principals, will clarify expectations and create a timeline for staff implementation of the Instructional Framework.	CIA will oversee the development of a timeline for implementation	Summer Work Day with principals
Introduce framework on the Art and Science of Teaching	2012: August	Through in-service, all core instructional staff will be introduced to the Instructional Framework and template. Expectations will be laid out for implementation during school year.	CIA will conduct training with ESU 9 support	August Pre-Service; ESU 9
Implement selected aspects of the Instructional Framework, integrated with previous Q2 work	2012: August - May	District Office will select one or two questions for monitoring, and building principals, in consultation with teaching staff, will select up to two additional questions that will be monitored in their building.	Building principals will use methods selected (from Summer 2012) as part of setting the expectations and timeline to monitor implementation	Template; Timeline; Staff Development Days to review/clarify expectations and plan individual teacher/team implementation

Track student progress on Essentials	2012: August - May	Each building identifies which Essentials they will most closely track. Teachers use their own or District-created assessments to track student progress. Additionally, teachers use specific District-created assessments for Essentials.	Building ID of Essentials to monitor; District ID of Essentials to monitor	learning; Form for monitoring teacher use of assessment data; Methods to aggregate data to school and District level; Quarterly reporting of progress; Weekly PLC Meetings; Staff Development Days
All other curricular areas: Check Articulation; Develop student-friendly language; Develop Assessments that match kinds of targets	2012: August - May	Staff in all other curricular areas will clarify articulation of Essentials and Key Concepts between grade-levels and courses, develop student-friendly language for all Essentials and Key Concepts, and develop assessments of Essentials matched to the Kind of Target. At least 1/2 of the assessments must be other than Selected Response.	Revised Essentials Templates; Vertical Alignment tables; Completed table of Assessments for Essentials	August Pre-Service; Staff Development Days; PLC Days
Start preparing staff for implementation of Chapter 1 (L to J)	Spring 2013	Regularly discuss L to J as practical application of Chapter 1 with building principals, liaisons, Instructional Facilitators, and other staff as appropriate.	CIA	Admin Learning Team, SI Leadership Days, Liaison Meetings, informal conversations with staff
Year 2: Tracking Student Progress (Chapter 1) (2013 - 14)				
Develop scales for Essentials in core areas--including a general scale for each subject and not necessarily (solely) by Essentials	Summer 2013	Using one or more representatives per grade-level per content area, staff will develop scales for all Essentials/Key Concepts.	CIA will oversee the development of scales	Summer Work Time; Marzano and Water's District Leadership That Works; Assessments per Essential Form; Q2 Boot Camp, Rigor/Relevance, 21st Cent Skills materials; Revised scales and rubrics
Develop expectations for the practical application of Chapter 1 by using L to J across the District	Summer 2013	CIA, in coordination with building principals, will clarify expectations and create a timeline for staff implementation of Chapter 1 using L to J. Expectations need to include: How many content areas? Which content areas? (esp elem) That L to J is not the ONLY way (Tight on doing Chapter 1, with L to J as a practical option); etc.	CIA will oversee the development of a timeline for implementation	Lee Jenkins with Building Principals, APs, SI Chairs, and other key instructional personnel for One-day retreat
Provide training on L to J to staff so that they have a method for the practical application of	2013: August	Through in-service, all staff will be introduced to L to J for Fall implementation of Chapter 1	CIA will oversee training	August Pre-Service; Lee Jenkins
Implement L to J as practical application of Design Question 1	2013: August - May	Based on work with principals, staff will provide evidence of implementation of Design Question 1 in their instruction as part of implementing Chapter 1; Bring Lee Jenkins back for Staff Development Days for additional support	Building principals will use methods selected (from Summer 2013) as part of setting the expectations and timeline to monitor implementation	Template; Timeline; Staff Development Days to review/clarify expectations and plan individual teacher/team implementation; Possibly Lee Jenkins on SD Days throughout year
Year 3: Instructional Framework in the Appraisal System: Feedback (2014 - 15)				
Develop a general understanding of all staff for the overall Instructional Framework and how it impacts feedback and appraisal with PD teachers	Summer 2014	Using representatives from different buildings, grade-levels, and content-areas, develop common language around the Instructional Framework with a multi-day training.	Selected staff attendance	Summer Work Time
Develop expectations for implementation of Instructional Framework	Summer 2014	CIA, in coordination with building principals, will clarify expectations and create a timeline for staff implementation of Instructional Framework.	CIA will oversee the development of a timeline for implementation	CIA Individual consultations with principals
Introduce Instructional Framework into appraisal system for feedback as a pilot with PD teachers	2014: August	Through in-service, all staff will be introduced to the guidelines of Instructional Framework and the expectations for implementation for feedback to PD teachers.	principals will conduct training, possibly in coordination with others	August Pre-Service; Building Staff Development

Implement Instructional Framework in appraisal system for feedback as a pilot with PD teachers	2014: August - May	Based on work with principals, staff will use the template and timeline to turn in products showcasing the implementation of Instructional Framework in their instruction for feedback to PD teachers.	Building principals will use methods selected (from Summer 2014) as part of setting the expectations and timeline to monitor implementation	Template; Timeline; Staff Development Days to review/clarify expectations and plan individual teacher/team implementation
Trained PD teachers (from Leadership Action Plan and above) train colleagues	2014: August - May	Using Building Staff Development and PLC time, trained PD teachers work with colleagues in the building to build their understanding of the Instructional Framework.	Building School Improvement Plans	Building Staff Development and PLC time
Track student progress on Essentials	2014: August - May	Each building identifies which Essentials they will most closely track. Teachers use their own or District-created assessments to track student progress. Additionally, teachers use specific District-created assessments for Essentials.	Building ID of Essentials to monitor; District ID of Essentials to monitor	Learning Cycle Form for tracking student learning and monitoring teacher use of assessment data; eDoctrina to aggregate data to school and District level; Weekly PLC Meetings; Staff Development Days
Set expectations and parameters for identifying "Master Teachers"	2015: Spring	In consultation with building principals, CIA will set expectations and develop parameters for all staff in the District to understand the principles of being a "master teacher".	Products showcasing expectations and parameters	Principal meetings to set parameters and expectations; "Effective Supervision"; "Leaders of Learning"; "District Leadership that Works"
Reflect on Improvement Work and plan maintenance	Spring/Summer 2015	Using the External Review Format, CIA, in consultation with building SI Teams, will reflect on successes of plan and what aspects to place in maintenance mode.	Principal & SI Chair attendance; completion of External Review (ER) portions	SI Days, Forms; DI Plans; Standards Self-Assessment
Year 4: Reflect and Maintain (2015-16)				
Convey expectations and parameters for "Master Teachers"	Pre-Service 2015 and Fall	CIA, principals, and trained teachers will share expectations and parameters for a "master teacher."	CIA will oversee	Pre-Service; Building staff development
Set expectations and parameters for staff visiting "Master Teachers"	Pre-Service 2015 and Fall	In consultation with building principals, CIA will set expectations and develop parameters for all staff in the District to observe a "master teacher" at least once per year.	Products showcasing expectations and parameters; development of a reflection log	Principal meetings to set parameters and expectations; "Effective Supervision"; "Leaders of Learning"; "District Leadership that Works"
Introduce Instructional Framework into full appraisal system for all staff	2015: August	Through in-service, all staff will be introduced to the guidelines of Instructional Framework and the expectations for implementation.	CIA or building principals will conduct training, possibly in coordination with others	August Pre-Service; Building Staff Development
Implement Instructional Framework into full appraisal system for all staff	2015: August - May	Based on work with principals, staff will use the template and timeline to turn in products showcasing the implementation of Instructional Framework in their instruction.	Building principals will use methods selected (from Summer 2014) as part of setting the expectations and timeline to monitor implementation	Template; Timeline; Staff Development Days to review/clarify expectations and plan individual teacher/team implementation
Track student progress on Essentials	2015: August - May	Each building identifies which Essentials they will most closely track. Teachers use their own or District-created assessments to track student progress. Additionally, teachers use specific District-created assessments for Essentials.	Building ID of Essentials to monitor; District ID of Essentials to monitor	Learning Cycle Form for tracking student learning and monitoring teacher use of assessment data; eDoctrina to aggregate data to school and District level; Weekly PLC Meetings; Staff Development Days

Reflect on Improvement Work and plan maintenance	Fall 2015	Using the External Review Format, CIA, in consultation with building SI Teams, will reflect on successes of plan and what aspects to place in maintenance mode.	Principal & SI Chair attendance; completion of External Review (ER) portions	SI Days, Forms; DI Plans; Standards Self-Assessment
Implement maintenance plan	2016: August - May	Maintain previous plan with reflection for OAR and future years.		
Possible Maintenance (2016 - 17)				
Revisit Instructional Framework	2016: August	Revisit expectations for the implementation of Instructional Framework.	Staff attendance, survey, or reflection process	Pre-service time, survey, or other delivery method
Convey expectations and parameters for staff visiting "Master Teachers"	2016: August	CIA or building principals will share expectations and parameters for all staff in the District to observe a "master teacher" at least once per year.	Completion of log	Pre-Service; Building staff development
Monitor staff visiting "Master Teachers"	2016: August - May	CIA will re-emphasize expectations and parameters for all staff in the District to observe a "master teacher" at least once per year.	Completion of log	Pre-Service
New Accreditation Cycle Possibility: Instructional Framework in the Appraisal System: Evaluation & Report Card Re-design (DQ 9, 6 & 7) (2017 - 18)				
Grading Summit	Summer 2017	Engage staff, students and parents in Grading Summit	Attendance	Summer Work Time; Consultant on Grading for Learning
Grading Super-committee	Summer 2017	As outgrowth of Grading Summit, identify student, staff, parent and community representatives to compile recommendations for the redesign of report cards.	Committee attendance; Report Card Redesign Recommendations	Summer Work; Books on Grading for Learning
Grading Recommendations to Staff	2017: August	Engage all staff around the Grading recommendations to develop implications for implementation in 2015 - 16.	Staff attendance, implications for implementation	Pre-Service
Draft of redesigned report card	2017: September	Take draft of revised report card to all staff for feedback/input based on recommendations of super-committee.	Staff attendance, implications for implementation	Staff Development Day
Communication of Report Card re-design work with parents/community	2017: August - May	Monthly, the Super-committee will meet to revise report card based on recommendations, implications, and other feedback. Committee will develop ways to communicate changes with the public and parents.	Monthly meeting notes	Monthly meeting
Finalize redesign	2018: Spring	Take final draft to staff for final revisions of redesign.	Staff attendance	Staff Development Day
Launch new report card	Summer 2018	Launch new report card: aligned with Expectations, Essentials, Assessments, and Instruction	New report card	PowerSchool

Hastings Public Schools Action Plan

Hastings Public Schools

Target Area for Improvement: Rigor and Relevance in all curricular areas.				
Improvement Goal: Increase Rigor and Relevance so that all students are College and/or Career Prepared.		Expectations for student learning: Increased literacy and numeracy competency.		Targeted Participants: All students, as well as Special Education, ELL, Free and Reduced Lunch, Hispanic
Intervention: Leadership: Build the capacity of the designated leadership in the organization to improve student learning. This capacity building will occur through the refinement of, and reflection on, personal leadership skills, as well as the acquisition of additional leadership skills that transform teaching and learning.				Evaluation: NeSA-R, M (gr 3 - 8 & 11), NeSA-S (gr 5, 8 & 11), Gallup Student Survey, EXPLORE, PLAN
Timeframe for Implementation: June 2012 - June 2015 (3 years); Year 1: Development of Leadership Skills for Coaching, Assessment, and Instructional Framework (Creating a context and culture where leadership flourishes); Year 2: Acquisition of additional Leadership Skills; Year 3: Refinement of Leadership Skills				
Actions	Schedule	Responsibilities	Monitoring	Resources
Year 1: Development of Leadership Skills for Coaching, Assessment, and Instructional Framework (Creating a context and culture where leadership flourishes) (2012 - 13)				
Development of Coaching Skills for Principals, Assistant Principals, Reading Specialist, other key instructional personnel, and selected District Office Administrators.	Summer 2012	Individuals will attend a multi-day session on Coaching to begin developing an understanding of what's involved and an awareness of specific skills.	Spclst, other instructional staff, and key District Office Administrator attendance	Jim Knight; Summer work
Development and Application of Coaching Skills for Principals, APs, Rdg Spclists, other key instructional personnel, and selected District Office Administrators	2012: August - May	Individuals will attend a multi-day session on Coaching in the Fall or Spring to follow-up on the summer training.	Spclst, other key instructional personnel, and key District Office administrators attendance and dialogue; Evidence of implementation of specific skills	Jim Knight
Ongoing context-setting for principals	2012 - 13; 2013 - 14; 2014 - 15	Monthly Learning Team meetings to engage in the content of Assessment Leadership and Instructional Practices.	Principal attendance and dialogue	Admin Learning Team for collaboration and reflection; Book study on Assessment and Instruction
Implementation of principal learning	2012 - 13; 2013 - 14; 2014 - 15	Principals, in consultation with SI Chair(s) and/or others in their buildings, implement their learning from the book study.	Principals bring evidence of implementation to Learning Team meetings	Monthly Staff Development Time; Staff Meeting Time; SI Days
Ongoing context-setting for liaisons	2012 - 13; 2013 - 14; 2014 - 15	Monthly liaison meetings to engage in the content of Assessment Leadership and Instructional Practices.	Liaison attendance and dialogue	Monthly Liaison meetings for collaboration and reflection; Excerpts from book study on Assessment and Instruction
Ongoing context-setting for Principals, APs, SI Chairs, Rdg Spclists, other key instructional personnel, and Key District Office Administrators	2012 - 13; 2013 - 14; 2014 - 15	Quarterly sessions to engage in the content of Assessment Leadership and Instructional Practices. Agenda for these meetings is: 1) Overview of what's been done that quarter, 2) Planning for future implementation of learning, and 3) Public reflection and sharing	Leadership attendance and dialogue	Quarterly after-school meeting time for collaboration and reflection; Book study on Assessment and Instruction
Year 2: Acquisition of additional Leadership Skills (2013 - 14)				
Leadership Skills	Summer 2013	Principals, APs, and District Office will attend a multi-day session on the development of a culture of collective efficacy and responsibility for student learning with Lee Jenkins.	Principal, AP, and key District Office Administrators attendance	Lee Jenkins; Summer work

Ongoing context-setting for principals	2012 - 13; 2013 - 14; 2014 - 15	Monthly sessions with principals to engage in the content of Assessment and Instruction.	Principal attendance and dialogue	Admin Learning Team for collaboration and reflection; Book study on Assessment and Instruction
Implementation of principal learning	2012 - 13; 2013 - 14; 2014 - 15	Principals, in consultation with SI Chair(s) and/or others in their buildings, implement their learning from the book study.	Principals bring evidence of implementation to Learning Team meetings	Monthly Staff Development Time; Staff Meeting Time; SI Days
Ongoing context-setting for liaisons	2012 - 13; 2013 - 14; 2014 - 15	Monthly liaison meetings to engage in the content of Assessment and Instruction.	Liaison attendance and dialogue	Monthly Liaison meetings for collaboration and reflection; Excerpts from book study on Assessment and Instruction
Ongoing context-setting for Principals, APs, SI Chairs, Rdg Spclsts, other key instructional personnel, and key District Office Administrators	2013: August - May	Quarterly sessions to engage in the content of Assessment Leadership and Instructional Practices. Agenda for these meetings is: 1) Overview of what's been done that quarter, 2) Planning for future implementation of learning, and 3) Public reflection and sharing	other instructional personnel and key District Office Administrator attendance and dialogue; Evidence of implementation of specific skills	Quarterly after-school meeting time for collaboration and reflection; Book study on Assessment and Instruction
Year 3: Refinement of Leadership Skills (2014 - 15)				
Leadership Skills	Summer 2014	multi-day session on the development of a culture of collective efficacy and responsibility for student learning on the Instructional Framework.	Principal, AP, and District Office attendance	Marzano trainers; Summer work
Ongoing context-setting for principals	2012 - 13; 2013 - 14; 2014 - 15	Monthly sessions with principals to engage in the content of Assessment and Instruction.	Principal attendance and dialogue	Admin Learning Team for collaboration and reflection; Book study on Assessment and Instruction
Implementation of principal learning	2012 - 13; 2013 - 14; 2014 - 15	Principals, in consultation with SI Chair(s) and/or others in their buildings, implement their learning from the book study.	Principals bring evidence of implementation to Learning Team meetings	Monthly Staff Development Time; Staff Meeting Time; SI Days
Ongoing context-setting for liaisons	2012 - 13; 2013 - 14; 2014 - 15	Monthly liaison meetings to engage in the content of Assessment and Instruction.	Liaison attendance and dialogue	Monthly Liaison meetings for collaboration and reflection; Excerpts from book study on Assessment and Instruction
Reflect on Improvement Work and plan maintenance	Spring/Summer 2015	Using the External Review Format, CIA, in consultation with building SI Teams, will reflect on successes of plan and what aspects to place in maintenance mode.	Principal & SI Chair attendance; completion of External Review (ER) portions	SI Days, Forms; DI Plans; Standards Self-Assessment
Year 4: Reflect and Maintain (2015 -				
Reflect on Improvement Work and plan maintenance	Fall 2015	Using the External Review Format, CIA, in consultation with building SI Teams, will reflect on successes of plan and what aspects to place in maintenance mode.	Principal & SI Chair attendance; completion of External Review (ER) portions	SI Days, Forms; DI Plans; Standards Self-Assessment
Implement maintenance plan	2015: August - May	Maintain previous plan with reflection for External Review (ER) and future years.		

21st Century Skills	Based on the work of the Partnership for 21st Century Skills, a set of skills focused on preparing students for the 21st century. Foremost among these skills are the four C's of Creativity, Collaboration, Communication and Critical Thinking.
Art and Science of Teaching	The title of a book written by Marzano (2007) based on the research of effective instructional design.
Articulation	The logical progression of Essentials and Key Concepts from grade level to grade level, from course to course, within the curricular content areas.
Assessment: link all assessment words to webpage	
CIA	The Curriculum, Instruction, and Assessment Department.
Circle Project	The Circle Project helps individuals, organizations, and communities create new patterns, new stories and new cultures. It is about transforming K-12 education by addressing the challenges facing our schools at the level of system and not just at the level of symptom. The work is focused on creating learning mindsets where creativity can flourish. It is intended to develop recognition of areas of personal leadership and the empowerment of individuals to reignite the purpose(s) for which they do their work.
Core Instructional Staff	Teaching staff who have primary responsibilities in the areas of Language Arts, Mathematics, Science and Social Studies.
Designated Leadership	Individuals in the organization who have a primary role in providing leadership. This includes principals, assistant principals, liaisons, SI chairs, reading specialists, media specialists, and district office administration.
District Leadership That Works	The title of a book written by Marzano and Waters (2009) based on the research of effective District-level improvement.
Essentials	That which a student should know or be able to do at the end of each course or grade-level. There are 8 - 10 Essentials per course/content level.
ESU 9	The intermediate service agency serving multiple Districts near Hastings, including HPS.
Grading for Learning	A research-based theory focused on accurate reporting (grading) of learning.
Grading Summit	A large meeting of multiple stakeholders focused on best-practices associated with grading of student learning.
Instructional Framework	A research-based framework for how instruction should be organized in ways that promote student learning.
International Center for Leadership in Education	The organization responsible for developing the term and multiple resources around the ideas of Rigor and Relevance.
Key Concepts	The unpacked Essentials that include the specific knowledge, skills, reasoning or product necessary to attain the Essential.
Kinds of Targets	Kinds of Targets include knowledge, reasoning, skill, product and disposition. The Type of Evidence must match the Kind of Target.
Leading for Results	The title of a book written by Dennis Sparks, prolific author and former Executive Director of the National Staff Development Council. (insert weblink)
Q2 Boot Camp	An intense training of all core instructional staff in the District that occurred in August of 2011.
QAR	The Quality Assurance Review, the method from the AdvancEd accrediting organization that verifies quality assurance and provides specific required actions for future improvement.
Report Card	The method for reporting student learning.
Rigor/Relevance	A framework from the International Center for Leadership in Education designed to raise the quality of instruction. Rigor is specifically defined as levels of Bloom's, and Relevance as levels of application outside of the content area in real-world, unpredictable situations. The convergence of Rigor/Relevance on a matrix creates four quadrants for assessing the level of instruction.
Scale	A specific type of rubric that is used to guide instruction and is sensitive to learning over time and knowledge gained.
Selected Response	One Type of Evidence that is good at assessing Knowledge-level Targets.
Types of Evidence	Types of Evidence for demonstrating student learning include Teacher Observation, Selected Response, Extended Written Response, and Performance Assessment. The Type of Evidence must match the Kind of Target.

NOTE: How to bring new staff in the District up to speed (make process podcasts throughout?--maybe Katherine)

**Social Studies State Standards
Civics/Economics/Geography**

Standard	Description	Integrated Class
CIVICS		
SS 12.1.1	Students will analyze and evaluate the foundations, structures, and functions of the United States government as well as local, state, and international governments. (Skill applied to specific content areas / grades)	Am. History 10 Contemp. Issues 11/12 Am. Govt. 11/12 Civil Rights 11/12 Neb. Hist. 11/12
SS 12.1.2	Students will address local, state, national, or international issues and policies through meaningful civic participation. (Skill applied to specific content areas / grades)	Am. History 10 Contemp. Issues 11/12 Am. Govt. 11/12 Civil Rights 11/12 Neb. Hist. 11/12
ECONOMICS		
SS 12.2.1	Students will assess how market forces guide the owners of land, labor, and capital and determine the allocation of wealth in the economy. (Content developed in specific content areas / grades)	Am. History 10 Neb. Hist. 11/12
SS 12.2.2	Students will illustrate how markets determine prices and allocate goods and services. (Content developed in specific content areas / grades)	Am. History 10
SS 12.2.3	Students will analyze how economic institutions impact individuals and groups. (Content developed in specific content areas / grades)	Am. History 10
SS 12.2.4	Students will assess how private ownership of property is a basic institution of a market economy. (Content developed in specific content areas / grades)	Am. History 10 World History 9 AP Euro 12
SS 12.2.5	Students will recognize and predict the impact that various economic systems will have on people. (Content developed in specific content areas / grades)	World History 9 Contemp. Issues 11/12 Geography 11/12 AP Euro 12
SS 12.2.6	Students will understand economic concepts that support rational decision-making. (Skill applied to specific content areas / grades)	Am. History 10 World History-4 wks 9

SS 12.2.7	Students will apply effective money management concepts. (Skill applied to specific content areas / grades)	World History-4 wks 9
SS 12.2.8	Students will critique strategies used to establish, build, maintain, monitor, and control credit. (Content developed in specific content areas / grades)	World History-4 wks 9
SS 12.2.9	Students will evaluate savings, investment, and risk management strategies to achieve financial goals. (Content developed in specific content areas / grades)	World History-4 wks 9
SS 12.2.10	Students will analyze the roles and responsibilities of government in various economic systems. (Content developed in specific content areas / grades)	Am. History 10 Geography 11/12
SS 12.2.11	Students will examine the government's influence on economic systems through fiscal policy. (Content developed in specific content areas / grades)	Am. History 10
SS 12.2.12	Students will evaluate how international trade benefits individuals, organizations, and nations. (Content developed in specific content areas / grades)	World History 9 Geography 11/12 AP Euro 12
SS.12.2.13	Students will evaluate how international trade affects the domestic economy. (Content developed in specific content areas / grades)	Am. History 10 Contemp. Issues 11/12 Geography 11/12
GEOGRAPHY		
SS 12.3.1	Students will analyze where (spatial) and why people, places, and environments are organized on the Earth's surface. (Skill applied to specific content areas / grades)	Am. History 10 World History 9 Geography 11/12 AP Euro 12
SS 12.3.2	Students are to examine how regions form and change over time. (Content developed in specific content areas / grades)	Am. History 10 Contemp. Issues 11/12 Geography 11/12 Civil Rights 11/12 World Cultures 11/12 Neb. History 11/12 World History 9 AP Euro 12

SS 12.3.3	Students will interpret how natural processes interact to create the natural environment. (Content developed in specific content areas / grades)	Earth Science 9 Geography 11/12
SS 12.3.4	Students will analyze and interpret patterns of culture around the world. (Content developed in specific content areas / grades)	World History 9 Contemp. Issues 11/12 Geography 11/12 Arch.&Tech. 11/12 World Cultures 11/12 AP Euro 12
SS 12.3.5	Students will evaluate interrelationships between people and the environment. (Content developed in specific content areas / grades)	World History 9 Geography 11/12 Arch.&Tech. 11/12 AP Euro 12
SS 12.3.6	Students will analyze issues and/or events using the geographic knowledge and skills to make informed decisions. (Skill applied to specific content areas / grades)	World History 9 Am. History 10 Geography 11/12 Contemp. Issues 11/12 Neb. Hist. 11/12 AP Euro 12
US / World History		
SS12.4.1	Students will analyze how major past and current (U.S)/(World) events are chronologically connected, and evaluate their impact(s) upon one another. (Skill applied to specific content areas / grades)	Am. History 10 World Culture 11/12 World History 9 Civil Rights 11/12 Arch.&Tech 11/12 Contemp. Issues 11/12 AP Euro 12
SS12.4.2	Students will analyze and evaluate the impact of people, events, ideas, and symbols upon (US) (World) history using multiple types of sources (Skill applied to specific content areas / grades)	Am. History 10 World Cultures 11/12 World History 9 Civil Rights 11/12 Arch&Tech 11/12 Contemp. Issues 11/12 AP Euro 12

SS12.4.3	Students will analyze and evaluate historical and current events from multiple perspectives. (Skill applied to specific content areas / grades)	World Cultures 11/12 Civil Rights 11/12 American History 10 World History 9 Contemp. Issues 11/12 AP Euro 12
SS12.4.4	Students will identify and evaluate the effects of past, current, and potential future events, issues, and problems (Skill applied to specific content areas / grades)	World Cultures 11/12 Neb. Hist. 11/12 Arch.&Tech 11/12 Civil Rights 11/12 American History 10 World History 9 Contemp. Issues 11/12 AP Euro 12
SS12.4.5	Students will develop historical research skills. (Skill applied to specific content areas / grades)	World Cultures 11/12 Arch.&Tech 11/12 Civil Rights 11/12 American History 10 World History 9 Contemp. Issues 11/12 AP Euro 12

Electives: Students must take one elective from each column in order to meet the state standards in 11th or 12th grade.

US / Civics Related	World / Geography Related
Civil and Human Rights in History (semester course)	Contemporary Issues (semester course)
Nebraska History (semester course)	Regional Geography: Africa and SW Asia (semester course)
American Government and Politics (2 semester course)	World Cultures (semester course)
	AP European History (2 semester course / 12 th grade only)
	World History through Architecture and Technology (semester course)

To: Jay Opperman: Hastings Senior High Principal
 Chad Dumas: Director of Curriculum, Instruction and Assessment
 Jim Boeve: School Board President

The Social Science Department for the last three years has been looking at adding more rigor and relevance to our department. To that end we are proposing the following course changes to the Social Science Department,

The diagram below will show how this change will look for the next three years, as we allow for the transitions of grade levels so that we are still meeting the state standards.

SCOPE/SEQUENCE FOR SOCIAL STUDIES

Current Year (2014-2015)

Freshmen	Sophomore	Junior	Senior
Geography	W-Civilization	A- History	A- Government
Civics	Integrated W-C.		A.P. European History
			Economics
RS/AM/BV/MN/BL	MN/RK/BV/BL	RS/AM/DJ/BV	DJ/RK/RS

YEAR ONE (2015-2016)

Freshmen	Sophomore	Junior	Senior
World History	World History	Am- History	A- Government
Honors World History	Integrated W- H.	A.P- Am- History	A.P- European History
			Electives
MN/BL/BV/RK	MN/BL/BV/RK	RS/AM/DJ/BV	DJ/RK AM/RS Electives?

YEAR TWO (2016-2017)

Freshmen	Sophomore	Junior	Senior
World History	Am- History	Am- History	A- Government
Honors World History	A.P- Am- History		A.P- European History
			Electives
MN/BL/BV/RK	RS/AM/DJ/BV	RS/AM/DJ/BV	DJ/RK BV/BL/MN Electives?

YEAR THREE(2017-2018)

Freshmen	Sophomore	Junior	Senior
World History/Fin- Literacy	Am- History	Electives for both JR/SR grades	
		U-S-/Civics Issues	World Issues
Honors World History/Fin- Literacy	AP Am- History		

		<i>Civil and Human Rights in History (sem)</i> <i>Nebraska History (sem)</i> <i>American Government and Politics</i>	<i>World History Through Architecture and Technology (sem)</i> <i>World Cultures (sem)</i> <i>Regional Geography (sem)</i> <i>Contemporary Issues (sem)</i> <i>A.P. European History (Seniors only)</i>
<i>MN/BL/BV/RK</i>	<i>RS/AM/DJ/BV</i>		

- *Change the title of Western Civilization to World History. This will give a more accurate description of what regions that this course will cover.*
- *The initials below each grade level are the current teachers who teach or will teach these courses.*
- *Year one, the teachers of American History will teach the elective courses because of the overflow of students in World History. Then the second year the World History teachers will teach the elective courses because of the overflow of students in American History. By the third year the transition will be complete.*
- *Years one and two; American Government and Politics will only be offered to seniors because of the transition period.*
- *Electives: Students must take one elective from each column in order to meet the state standards in 11th or 12th grade. American Government/Politics and A.P. European History will be offered as a yearlong course. A.P. European History will only be offered to seniors.*
- *World History will start the year with a 4 week Financial Literacy Unit. This is to comply with the Social Studies State Standard Requirements dealing with economics.*

COURSE DESCRIPTIONS

American Government/Politics, A.P. European, American History, World History (Western Civilization) and Honors World History will have the same course description that is currently in the manual.

Regional Geography (Semester Course)

Description: Regional Geography will familiarize a student with physical and cultural geography of Africa and Southwest Asia. Students will study political, physical, population density, and economic activity maps of the regions. In completing the class, each student will create an informative research project presentation.

Contemporary Issues (Semester Course)

Description: Contemporary Issues will explore domestic and foreign issues that face the United States today. Curriculum will provide students the knowledge and skills to make sense of headlines. Extensive analysis and background information on key policy issues provide students with an in depth understanding. A pro/con format will stimulate debate in the classroom.

Nebraska History (Semester Course)

Description: The objective of this course is for all students to gain a fundamental understanding of their own state's history. Students will become familiar with the geographic, historical, cultural, political, and economic elements of Nebraska. Students will learn to make informative decisions and evaluate current issues regarding Nebraska.

World Cultures (Semester Course)

Description: Religions have been, and continue to be, a central part of the human experience, influencing individuals, cultures and societies, inspiring some of the world's greatest artistic achievements, while influencing the development of history across the globe. Students will study the development of social phenomena and concepts over time, understand a diversity of religious beliefs, practices and institutions in our nation and abroad, recognize sources of prejudice and bigotry throughout society, and identify ways to alleviate some of the social problems our nation faces.

American history H (AP) (Year Course)

Description: AP (Advanced Placement) American history is a survey of U.S. history from the English colonization period to the present. The course is designed to be more

intense than the American history course and requires active participation by the students. The primary emphasis is on the study of political, economic, and diplomatic history and how they interrelate. Level of difficulty is approximately college freshman level. College credit can be obtained by passing the College Board examination.
Prerequisites: permission of instructor

Civil and Human Rights in American History (Semester Course)

Description: Students will explore various civil and human rights movements throughout American and world history. The course will emphasize civil rights in America, but will also cover the United Nations Declaration of Human Rights and various struggles for basic human rights throughout the world, currently and historically. The course will emphasize the social and political causes and effects of various movements in order for students to draw connections between movements occurring at different times and in different places.

History of Architecture and Technology (Semester Course)

Description: Students will survey the major architectural and technological achievements of world history and what they tell us about the cultures that created them. Sumerian, Egyptian, and Pre-Columbian American temples and tombs, Greek and Roman temples and arenas, Asian walls and tombs, medieval cathedrals, and French palaces are among the architectural gems to be studied. Technology will focus on advances that led to the modern world. Among these are the printing press, advances in navigation, weapons of war, and the inventions of the Industrial Revolution that brought prodigious change to the world.

PERSONNEL

Extra Standard Staff Resignation – Bryce Knaub

The administration recommends the following Extra Standard resignation:

Bryce Knaub from his Middle School Assistant Track position and Middle School Assistant Football position effective January 6, 2015.

Classified Staff Transfers – Jennifer Farley, Richard Hill

The administration recommends the following classified transfers:

Jennifer Farley to Senior High head night Custodian position to replace Richard Hill who is transferring to another position. Ms. Farley's wage will increase by \$0.25, the amount difference between the starting wage for Senior High head night custodian and Middle School head night custodian positions.

Richard Hill to Senior High night custodian position to replace Carlos Santos who was terminated. Mr. Hill's wage will decrease by \$0.50, the amount difference between the starting wage for Senior High night custodian and Senior High head night custodian positions.

Classified Staff Retirements – Pamela Kvetensky, Kathy Long, Paula Witt

The administration recommends acceptance of the following classified retirements:

Pamela Kvetensky from her Tech Para position at Hawthorne effective December 31, 2014.

Kathy Long from her Senior High Principal's Secretary position effective May 29, 2015.

Paula Witt from her School Nurse position effective January 16, 2015.

Gifts

Amount

1. Animal Farm by George Orwell was donated to the Senior High Library by Melissa Burke \$ 9.99
2. An anonymous donor gave the Men's Club and the Girls' Group at the Middle School each \$500. \$1,000.00

Total \$1,009.99