

Hastings Area Public Schools - ISD 200
School Board Meeting Agenda

Wednesday, March 24, 2021
Regular Meeting
Virtual-Zoom

- I. **Call Meeting to Order**
 - a. Attendance
- II. **Motion to approve the agenda/table file**
 - a. Approval of the minutes from the February 24th, 2021 Regular Board Meeting
- III. **Recognition of visitors**
- IV. **Announcements and Recognitions**
- V. **Items for Discussion**
 - a. Policies
 - i. First Read
 - 1. Policy 428 Ethical Behavior - Employees/Personnel
 - 2. Policy 429 Conflict of Interest
 - ii. Second Reading
 - 1. Policy 421 Gifts to Employees and School Board Members
 - b. School Calendars - 2021-22 School Year & 2022-23 School Year
- VI. **Administrative Reports**
 - a. Superintendent
 - b. Building Construction Fund Project Update
 - c. Student Enrollment
 - d. Policy Committee
 - e. Self Funded Insurance
- VII. **Action Items**
 - a. Consent Agenda
 - i. Change Orders
 - 1. Pinecrest Change Order 2 - Ebert Construction
 - ii. Bills Payable
 - iii. Personnel Report
 - iv. Band and Orchestra LA & San Diego Trip
 - v. School Calendars - 2021-22 School Year & 2022-23 School Year
 - vi. Approval of Group Life and Long Term Disability Renewal Rates
 - b. Items for Individual Action
 - i. Construction Bid Award Recommendations
 - ii. 2022-2023 School Calendar
 - iii. Policy 421
- VIII. **Future Meetings**
- IX. **Adjournment to closed meeting**
- X. **Adjournment to open meeting**
- XI. **Adjournment**

**Board of Education
Independent School District 200
Hastings, Minnesota**

A regular meeting of the School Board of Independent School District No. 200, Hastings, Minnesota, was held on Wednesday, February 24th, 2021 via Zoom video conferencing.

The meeting was called to order by Kelsey Waits at 6:02 PM.

The following Board members were present: Becky Beissel, Brian Davis, Scott Gergen, Lisa Hedin, Stephanie Malm, Dave Pemble, and Kelsey Waits. Members absent, none.

A motion to approve the agenda was made by Dave Pemble and seconded by Lisa Hedin. The vote was: 7 ayes, and 0 nays, motion carried unanimously.

A motion to approve the minutes for the January 27, 2021 Regular Board Meeting was made by Brian Davis and seconded by Stephanie Malm. The vote was: 7 ayes, and 0 nays, motion carried unanimously.

Kelsey Waits took time to welcome and acknowledge those who were attending the Board Meeting via Zoom as well as those watching the meeting remotely.

The time was then turned over to Superintendent McDowell who took a moment to acknowledge Board Recognition Week. Superintendent McDowell recognized the Hastings School Board members for their dedication and service to the Hastings School District.

The first item of discussion was a first read through of Policy 421 Gifts to Employees and School Board Members.

The second item of discussion were the policies available for second readings. The first policy was Policy 100 Hastings Equity Policy. After much discussion the determination was for this policy to be adjusted and reviewed further. The second policy was Policy 410 Family Medical Leave Act. After a second reading a motion to move Policy 410 to an action item was made by Lisa Hedin and seconded by Becky Beissel. The vote was: 7 ayes, and 0 nays, motion carried unanimously.

The last item for discussion was the strategic planning update. The Board has determined to move forward with utilizing the company Team Works International to help the Board create a strategic plan. A Strategic Planning Adhoc committee has been created as well for a short period of time to help create a timeline and prepare for a larger strategic planning discussion.

With no further items to discuss the Board moved on to administrative reports starting with the Superintendent update. Superintendent McDowell discussed the District's plan to bring all secondary students back to full time in-person learning. He shared that after much discussion and planning all secondary students will switch to full in-person learning as of April 6th and shared further information about why this date was chosen as well as other details.

Jennifer Seubert, the Director of Business, provided the board with an update on the building construction fund project and the January student enrollment for 2021.

Kelsey Waits presented the Board with the Policy Committee meeting update from the meetings that had been held in January.

Lisa Hedin presented the Board with the Facility Committee meeting update.

Scott Gergen provided the Board with an update from the Finance Committee.

Cathy Moen, the Director of Human Resources, provided the Board with the update from the Self-Funded Insurance Committee meeting.

With no further items to discuss, the Board moved on to the business items. The first item of business was the consent agenda. A motion to approve the consent agenda was made by Dave Pemble and seconded by Stephanie Malm. The vote was: 7 ayes, and 0 nays, motion carried unanimously.

A motion to approve the proposed internet upgrade project was made by Lisa Hedin and seconded by Scott Gergen. The vote was: 7 ayes, and 0 nays, motion carried unanimously.

A motion to suspend all out of state domestic student travel/field trips through August of 2021 and international travel/field trips through August of 2022. All domestic travel/field trip plans beginning September 1, 2021 must include a COVID mitigation plan. Domestic and International trips will be revisited as a board discussion topic at the August 2021 business meeting was made by Becky Beissel and seconded by Stephanie Malm. There was Board discussion about this to clarify that domestic travel refers specifically to the contiguous United States and applies to other activity trips like athletics and marching band. With no further discussion the vote was: 7 ayes, and 0 nays, motion carried unanimously.

A motion to approve moving to the design phase for the Hastings High School tennis courts, Hastings Middle School track, and the Hastings Middle School storage building was made by Stephanie Malm and seconded by Lisa Hedin. The vote was: 7 ayes, and 0 nays, motion carried unanimously.

A motion to approve the initial budget assumptions for the 2021-2022 school year budget was made by Scott Gergen and seconded by Lisa Hedin. The vote was: 7 ayes, and 0 nays, motion carried unanimously.

A motion to approve the following: a medical insurance rate increase of 0%, a change in the pharmacy benefits manager, a dental insurance rate increase of 0%, and two dental insurance plan design changes - 1. elimination of deductible for in-network provider for dental insurance and 2. an increased allotment toward dental implants. This motion was made by Dave Pemble and seconded by Scott Gergen. The vote was: 7 ayes, and 0 nays, motion carried unanimously.

A motion to approve Policy 410 Family Medical Leave Act was made by Becky Beissel and seconded by Stephanie Malm. The vote was: 7 ayes, and 0 nays, motion carried unanimously.

A motion to adjourn the meeting to a closed session of the Board for the purpose of negotiation discussions was made by Dave Pemble and seconded by Brian Davis. The vote was: 7 ayes, and 0 nays, motion carried unanimously. Meeting adjourned to a closed session at 8:14 PM.

A motion to adjourn to the open meeting was made by Scott Gergen and seconded by Dave Pemble. The vote was: 7 ayes, and 0 nays, motion carried unanimously. Closed meeting adjourned to open meeting at 9:17 PM.

With no further business to address, a motion to adjourn the meeting was made by Scott Gergen and seconded by Dave Pemble. The vote was 7 ayes, and 0 nays, motion carried unanimously. The regular meeting was adjourned at 9:18 PM.



Hastings Public School District
ISD #200

428 Ethical Behavior

I. Purpose

The purpose of this policy is to observe state statutes regarding ethical behavior and to ensure that employees engage in school district business activities in a fashion designed to avoid any appearance of unethical behavior.

II. General Statement

Hastings Public Schools-ISD 200 requires district employees/personnel to observe high standards of business and personal ethics while performing in the conduct of their duties and responsibilities. All school district employees/personnel are required to comply with all applicable laws and regulatory requirements. Unethical actions, or the appearance of unethical actions, are unacceptable under any conditions. The reputation of the district depends to a very large extent on the following considerations.

III. Practice of Ethical Behavior

Each employee /personnel must apply her or his own sense of personal ethics, which should extend beyond compliance with applicable laws and regulations in business situations, to govern behavior where no existing regulation provides a guideline. Each employee /personnel is responsible for applying common sense in business decisions where specific rules do not provide all the answers.

In determining compliance with this standard in specific situations, employee/personne should ask themselves the following questions:

- a. Is my action legal?
- b. Is my action ethical?
- c. Does my action comply with Hastings Public Schools-ISD 200's policy and procedures?
- d. Am I sure my action does not appear inappropriate?
- e. Am I sure that I would not be embarrassed or compromised if my action became known within the Hastings Public Schools-ISD 200 or publicly?
- f. Am I sure my action meets my personal code of ethics and behavior?
- g. Would I feel comfortable defending my actions on the 6 o'clock news?

Each employee/personnel should be able to answer "yes" to all of these questions before taking action.



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Each district employee/personnel is responsible for the ethical business behavior of her or his subordinates. District employees/personnel must carefully weigh all courses of action suggested in ethical, as well as economic terms and base their final decisions on these guidelines, as well as their personal sense of right and wrong.

IV. Compliance with Laws, Regulations, and Hastings Public Schools-ISD 200 Policies

A. Hastings Public Schools-ISD 200 does not tolerate:

- The willful violation or circumvention of any federal, state, local, or applicable foreign law by an employee/personnel during the course of that person's employment with the district. For purposes of this Policy, "applicable foreign law" means the laws of any country where an employee is located as part of their duties as a district employee or when they are acting as a chaperone for any district students.
- The disregard or circumvention of the district's guidelines or engagement in unscrupulous dealings.

B. Employees/personnel should not attempt to accomplish by indirect means, through agents or intermediaries, that which is directly forbidden.

C. The performance of all levels of employees/personnel will be measured against implementation of the provisions of these standards.

Legal References:

Cross References: Hastings Public Schools-ISD 200 Accounting & Financial Procedures Manual.

Adopted: INDEPENDENT SCHOOL DISTRICT 200

Policy Reviewed: 03.16.2021

Policy Adopted:

Policy Revised:



429 Conflict of Interest

I. Purpose

The purpose of this policy is to observe state ~~statutes~~ laws regarding conflicts of interest and to ensure that employees act ~~engage in school district business activities~~ in a fashion designed to avoid any conflict of interest or the appearance of impropriety.

II. General Statement

~~In the course of business, situations~~ Situations may arise in which an Hastings Public Schools-ISD 200 employee decision-maker has a conflict of interest; ~~or in which the process of making a decision~~ acts in a manner which may create an appearance of a conflict of interest.

All district employees/personnel have an obligation to:

- a. Avoid conflicts of interest, or the appearance of conflicts of interest, between personal interests and those of the district in dealing with outside entities or individuals.
- b. Disclose real and apparent conflicts of interest to the Superintendent.
- c. Refrain from participation in any decisions on matters that involve a real conflict of interest or the appearance of a conflict of interest.

III. What Constitutes a Conflict of Interest

All district employees /personnel ~~of Hastings Public Schools-ISD 200~~ owe a duty of loyalty to the district. This duty necessitates that in serving the district they act solely in the interests of the district, including district students and staff, and not in their personal interests or in the interests of others.

The persons covered under this policy guidance shall hereinafter be referred to as “interested persons”. Interested persons include all district employees/personnel, as well as persons with the following relationships to district employees/personnel:

- a. Spouses or domestic partners
- b. Brothers and sisters
- c. Parents, children, grandchildren, and great-grandchildren
- d. Spouses of individuals listed in A and B
- e. Corporations, partnerships, limited liability companies (LLCs), and other forms of businesses in which an employee /personnel ~~or director~~, either



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individually or in combination with individuals listed in A, B, C, or D, collectively possess a 35% or more ownership or beneficial interest.

- f. Other relationships such as close friendships may also cause a conflict of interest. Each situation must be evaluated for actual or potential conflict of interest.

Conflicts of interest arise when the interests of an interested party may be seen as competing with those of the district. Conflicts of interest may be:

- a. Financial - where an interested party benefits financially directly or indirectly from its relationship with the district.
- b. Non-Financial - seeking preferential treatment from the district or using confidential information received from the district.

A conflict of interest arises when a district employee/personnel involved in making a decision on behalf of the district or their immediate family, is in the position to benefit, directly or indirectly, from the employee/personnel's decision. Immediate family is the following who owns/receives more than 1% of the benefiting business/profits (spouse, parent, child, brother, sister and spouse of parent, child, brother or sister).

IV. Examples of Conflicts of Interest

- a. Negotiates or approves a contract, purchase, sale, or lease on behalf of the district and has a direct or indirect interest in, or receives personal benefit from, the entity or individual providing the goods or service to the district.
- b. Employs, ~~or~~ approves the employment of, or supervises a person who is an immediate family member of the employee/personnel.
- c. Sells products or services in competition with the district.
- d. Uses the district's facilities, supplies, ~~other~~ assets, employees, or other resources for personal gain.
- e. Receives a ~~substantial~~ gift valued at more than \$5 from a vendor, if the employee/personnel is responsible for initiating or approving purchases from that vendor.
- f. If a Board Member is a member of a financial institution that does business with the school district.

V. Honoraria Acceptance

A Hastings Public Schools-ISD 200 employee shall not accept an honorarium for an activity conducted where district-reimbursed travel, work time, or resources are used, or where the activity can be construed as having a relationship to the employee's position with the district. Such activity would be considered official duty on behalf of the district. A relationship exists between the activity and the employee's position with the district if the employee would not participate in the activity in the same manner or capacity if he



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or she did not hold his or her position with the district. The employee should make every attempt to avoid the appearance of impropriety.

An employee may receive an honorarium for activities performed during regular non-working Hours or while on leave if the following conditions are met:

- a. All expenses are the total responsibility of the employee or the sponsor of the activity in which the employee is participating.
- b. The activity has no relationship to the employee's district duties.

Nothing in this document shall be interpreted as preventing the payment to the district by an outside source for actual expenses incurred by an employee in an activity, or the payment of a fee to the district (in lieu of an honorarium to the individual) for the services of the employee. Any such payments made to the district should be deposited to the district's account.

VI. Disclosure Requirements

A district employee/personnel who believes that he or she [has a conflict of interest or](#) may be perceived as having a conflict of interest in a discussion or decision must disclose that conflict to the group making the decision. Most concerns about conflicts of interest may be resolved and appropriately addressed through prompt and complete disclosure.

Therefore, Hastings Public Schools-ISD 200 requires the following:

- a. The Superintendent or designee shall review all potential conflicts reported by employees, and the School Board shall review all potential conflicts reported by the Superintendent and determine appropriate resolution in accordance with the next section.
- b. If required by Federal awarding agencies, Hastings Public Schools-ISD 200 will notify those agencies in writing of any *potential* conflict of interest. (2CFR Part 200.112)

VII. Resolution of Conflicts of Interest

[Every district employee/personnel shall disclose any](#) ~~All~~ real, ~~or~~ apparent, [or potential](#) conflicts of interest ~~shall be disclosed~~ to the Superintendent or designee of Hastings Public Schools-ISD 200. Conflicts shall be resolved as follows:

- a. The chair of the Board shall be responsible for making all decisions concerning resolutions of the conflict involving the Superintendent.
 - b. The Superintendent or designee shall be responsible for making all decisions concerning resolutions of conflicts involving district employees.
 - c. [The Board or Superintendent shall resolve or remedy conflicts in](#)
-



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accordance with Minnesota law and in the district's best interests. Said resolution may include, but is not limited to, having the employee/personnel abstain from any decision making involving the underlying decision which led to the conflict of interest or potential conflict of interest.

VIII. Violations of Conflict of Interest

Failure to comply with the standards contained in this manual could lead to disciplinary action.

Legal References:

Cross References: Hastings Public Schools-ISD 200 Accounting & Financial Procedures Manual.

Adopted: INDEPENDENT SCHOOL DISTRICT 200

Policy Reviewed: 03.16.2021

Policy Adopted:

Policy Revised:



421 GIFTS TO EMPLOYEES AND SCHOOL BOARD MEMBERS

I. PURPOSE

The purpose of this policy is to avoid the appearance of impropriety or the appearance of a conflict of interest with respect to gifts given to school district employees and school board members.

II. GENERAL STATEMENT OF POLICY

- A. The school district recognizes that students, parents, and others may wish to show appreciation to school district employees. The policy of the school district, however, is to discourage gift-giving to employees and to encourage donors instead to write letters and notes of appreciation or to give small tokens of gratitude as memorabilia.
- B. A violation of this policy occurs when any employee solicits, accepts, or receives, either by direct or indirect means, a gift from a student, parent, or other individual or organization of greater than nominal value.
- C. A violation of this policy occurs when any employee solicits, accepts, or receives a gift from a person or entity doing business with or seeking to do business with the school district. Employees may accept items of insignificant value of a promotional or public relations nature or a plaque with a resale value of \$5 or less with an inscription recognizing an individual for an accomplishment. The superintendent has discretion to determine what value is “insignificant.”
- D. Teachers may accept from publishers free samples of textbooks and related teaching materials.
- E. This policy applies only to gifts given to employees where the donor’s relationship with the employee arises out of the employee’s employment with the school district. It does not apply to gifts given to employees by personal friends, family members, other employees, or others unconnected to the employee’s employment with the school district.
- F. An elected or appointed member of a school board, a school superintendent, a school principal, or a district school officer, including the school business official, may not accept a gift from an interested person.



III. DEFINITIONS

- A. “Gift” means money, real or personal property, a service, a loan, a forbearance or forgiveness of indebtedness, or a promise of future employment that is given without something of equal or greater value being received in return.
- B. “Interested person” means a person or a representative of a person or association that has a direct financial interest in a decision that a school board member, a superintendent, a school principal, or a district school officer is authorized to make.
- C. “Financial interest” means any ownership or control in an asset which has the potential to produce a monetary return.

IV. PROCEDURES

Any employee considering the acceptance of a gift shall confer with the administration for guidance related to the interpretation and application of this policy.

V. VIOLATIONS

Employees who violate the provisions of this policy may be subject to discipline, which may include reprimand, suspension, and/or termination or discharge.

Legal References: Minn. Stat. § 10A.07 (Conflicts of Interest)
Minn. Stat. § 10A.071 (Prohibition of Gifts)
Minn. Stat. § 15.43 (Acceptance of Advantage by State Employee; Penalty)
Minn. Stat. § 471.895 (Certain Gifts by Interested Persons Prohibited)

Cross References: MSBA/MASA Model Policy 209 (Code of Ethics)
MSBA/MASA Model Policy 210 (Conflict of Interest – School Board Members)
MSBA/MASA Model Policy 306 (Administrator Code of Ethics)

Policy Reviewed: 02.24.2021
Policy Adopted:
Policy Revised:

July 2021 (T0/S0)

M	T	W	Th	F
			1	2
5	6	7	8	9
12	13	14	15	16
19	20	21	22	23
26	27	28	29	30

August 2021 (T1/S0)

M	T	W	Th	F
2	3	4	5	6
9	10	11	12	13
16	17	18	19	20
23	24	25	26	27
30	31			

2021 - 2022 District Calendar



September 2021 (T20/S16)

M	T	W	Th	F
		1	2	3
6	7	8*	9**	10
13	14	15	16	17
20	21	22	23	24
27	28	29	30	

October 2021 (T19/S18)

M	T	W	Th	F
				1
4	5	6	7	8
11	12	13	14	15
18	19	20	21	22
25	26	27	28	29

First Day = *Gr 1-5 & 9 / **Gr K, 6-8 & 10-12

November 2021 (T20/S19)

M	T	W	Th	F
1	2	3	4	5
8	9	10	11	12
15	16	17	18	19
22	23	24	25	26
29	30			

December 2021 (T16/S16)

M	T	W	Th	F
		1	2	3
6	7	8	9	10
13	14	15	16	17
20	21	22	23	24
27	28	29	30	31

Key	
	No School / Teacher Workshop
	No School / New Teacher Workshop
	No School / Staff Development
	No School / Conferences
	No School / Students & Teachers
 	Evening Conferences

Dates at a Glance

Date	Description
Aug. 26 & 27.....	New Teacher Workshop
Aug. 31 - Sept. 1....	Teacher Workshop
Sept. 2.....	Staff Development
Sept. 3.....	No School
Sept. 6.....	Labor Day
Sept. 7.....	Teacher Workshop
Sept. 8.....	First Day Grades 1-5 & 9
Sept. 9.....	First Day Grades Kindergarten, 6-8, & 10-12
Sept. 27.....	Staff Development
Oct. 18.....	Evening Conferences - Elementary Only
Oct. 19.....	Evening Conferences - All Grades
Oct. 20.....	Conferences - All Grades
Oct. 21 & 22.....	Teacher Association Days
Nov. 25 & 26.....	Thanksgiving Break
Nov. 29.....	Staff Development
Dec. 23 - Jan. 2.....	Winter Break
Jan. 17.....	Staff Development/Martin Luther King Day
Jan. 28.....	Teacher Workshop
Feb. 21.....	Presidents' Day
Mar. 2.....	Evening Conferences - Elementary Only
Mar. 3.....	Evening Conferences - All Grades
Mar. 4.....	Conferences - All Grades
Mar. 14-18.....	Spring Break
April 15-18.....	Spring Holiday
May 30.....	Memorial Day
June 9.....	Last Day of School
June 10.....	HHS Graduation
June 10.....	Teacher Workshop

January 2022 (T21/S19)

M	T	W	Th	F
3	4	5	6	7
10	11	12	13	14
17	18	19	20	21
24	25	26	27*	28
31				

February 2022 (T19/S19)

M	T	W	Th	F
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14	15	16	17	18
21	22	23	24	25
28				

* End of Semester 1

March 2022 (T18/S17)

M	T	W	Th	F
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21	22	23	24	25
28	29	30	31	

April 2022 (T19/S19)

M	T	W	Th	F
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18	19	20	21	22
25	26	27	28	29

May 2022 (T21/S21)

M	T	W	Th	F
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16	17	18	19	20
23	24	25	26	27
30	31			

June 2022 (T8/S7)

M	T	W	Th	F
		1	2	3
6	7	8	9*	10**
13	14	15	16	17
20	21	22	23	24
27	28	29	30	

* Last Day / End of Semester 2

** HHS Graduation

Note: No public meetings until after 8 p.m. on Nov. 2, 2021 and March 8, 2022

July 2022 (T0/S0)

M	T	W	Th	F
				1
4	5	6	7	8
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18	19	20	21	22
25	26	27	28	29

August 2022 (T3/S0)

M	T	W	Th	F
1	2	3	4	5
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15	16	17	18	19
22	23	24	25	26
29	30	31		

**2022 - 2023
District
Calendar**



September 2022 (T20/S18)

M	T	W	Th	F
			1	2
5	6*	7**	8	9
12	13	14	15	16
19	20	21	22	23
26	27	28	29	30

October 2022 (T19/S18)

M	T	W	Th	F
3	4	5	6	7
10	11	12	13	14
17	18	19	20	21
24	25	26	27	28
31				

Key	
	No School / Teacher Workshop
	No School / New Teacher Workshop
	No School / Staff Development
	No School / Conferences
	No School / Students & Teachers
	Evening Conferences

First Day = *Gr 1-5 & 9 / **Gr K, 6-8 & 10-12

November 2022 (T20/S19)

M	T	W	Th	F
	1	2	3	4
7	8	9	10	11
14	15	16	17	18
21	22	23	24	25
28	29	30		

December 2022 (T16/S16)

M	T	W	Th	F
			1	2
5	6	7	8	9
12	13	14	15	16
19	20	21	22	23
26	27	28	29	30

Dates at a Glance

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Sept. 7	First Day Grades Kindergarten, 6-8, & 10-12
Sept. 26	Staff Development
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Oct. 18	Evening Conferences - All Grades
Oct. 19	Conferences - All Grades
Oct. 20 & 21	Teacher Association Days
Nov. 24 & 25	Thanksgiving Break
Nov. 28	Staff Development
Dec. 26 - Jan. 2	Winter Break
Jan. 16	Staff Development/Martin Luther King Day
Jan. 23	Teacher Workshop
Feb. 20	Presidents' Day
Mar. 1	Evening Conferences - Elementary Only
Mar. 2	Evening Conferences - All Grades
Mar. 3	Conferences - All Grades
Mar. 13 - 17	Spring Break
April 7 - 10	Spring Holiday
May 29	Memorial Day
June 7	Last Day of School
June 8	Teacher Workshop
June 9	HHS Graduation

January 2023 (T21/S19)

M	T	W	Th	F
2	3	4	5	6
9	10	11	12	13
16	17	18	19	20
23	24	25	26	27
30	31			

February 2023 (T19/S19)

M	T	W	Th	F
		1	2	3
6	7	8	9	10
13	14	15	16	17
20	21	22	23	24
27	28			

* End of Semester 1

March 2023 (T18/S17)

M	T	W	Th	F
		1	2	3
6	7	8	9	10
13	14	15	16	17
20	21	22	23	24
27	28	29	30	31

April 2023 (T18/S18)

M	T	W	Th	F
3	4	5	6	7
10	11	12	13	14
17	18	19	20	21
24	25	26	27	28

May 2023 (T22/S22)

M	T	W	Th	F
1	2	3	4	5
8	9	10	11	12
15	16	17	18	19
22	23	24	25	26
29	30	31		

June 2023 (T6/S5)

M	T	W	Th	F
			1	2
5	6	7*	8	9**
12	13	14	15	16
19	20	21	22	23
26	27	28	29	30

* Last Day / End of Semester 2

** HHS Graduation

Note: No public meetings until after 8 p.m. on Nov. 8, 2022 and March 14, 2023

March 2021 Enrollment Snapshot

March 2020 4224

March 2021 **4102**

20-21 First Day Enrollment 4165

19-20 First Day Enrollment 4322

19-20 Last Day Enrollment 4218



BRIDGE TO SUCCESS

Hastings Public Schools

INDEPENDENT SCHOOL DISTRICT 200
1000 11TH STREET WEST
HASTINGS, MN 55033-2597
Phone (651) 480-7000
Fax (651) 480-7004

Policy Committee Mission

This ad-hoc board committee serves to review current policies and make recommendations for revision or adoption of new policies. The current goal of the committee is to add critical new policies, insure the mandatory annual review of specific policies per statute, and complete a cycle of policy review to ensure that the district policy manual is complete and in a standardized format within a two-year period (January, 2022).

Policy Committee Meetings

Time: March 2, 2021 6:00 PM Central Time

Time: March 16, 2021 6:00 PM Central Time

03.02.2021 Meeting

- Equity Policy was reviewed in order after receiving additional feedback from the School Board. The Policy Committee believes that this policy needs further discussion and is recommending it be discussed at the April board retreat in more detail.
- Discipline Policy – The Policy Committee received an update from the discipline working group. The working groups has met twice now and a guiding change document has been made. They are currently reviewing discipline policies from other districts and will be meeting again on 03.22.21 in order to provide feedback for ISD 200. The goal is for the new policy to be in place for the 21-22 school year.
- Policy 430: Staff Recognition – Cathy Moen gathered information from staff regarding their ideas for recognition. The Policy Committee looked over the data and it will now be sent to the admin team for their feedback and recommendations. Not all suggestions are feasible due to legal constraints (gift certificates, for example) and these will be sorted out. The Policy Committee will discuss again at our next meeting.

03.16.2021 Meeting

- Policy 430: Staff Recognition – The admin team has not had a chance to provide feedback at this time, so a draft policy will be postponed until April.
 - Reviewed for first read in March
 - Policy 428: Ethical Behavior – This policy was reviewed by Kevin Rupp and a few minor changes were made. The Policy Committee recommends that this policy be brought forward for a first reading, with Kevin's changes in place.
 - Policy 429: Conflict of Interest – There is no MSBA model for 429 and so Kevin Rupp reviewed the current Hastings' policy for any needed changes. There were some language adjustments to the policy. The Policy Committee recommends that this policy be brought forward for a first reading, with Kevin's changes in place.
 - The Policy Committee will be moving to once a month meetings beginning in April, adding additional meetings when necessary.
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Personnel Information for Approval

Employee Resignations/Retirements/Terminations

Effective Date	Name	Reason	Building/Position
02/22/2021	Amanda Pasiczynk	Resignation	Lunch/RecessAide / PEL
03/09/2021	Maria Dumer	Resignation	EC Asst.; SAC Asst./Tilden
02/24/2021	Jackson Gergen	Resignation	SAC Program Asst. /MEL
03/24/2021	Victoria Simkins	Rescinded Offer	Admin Asst./DO
06/04/2021	Karl Jacobsen	Resignation	Teacher/HHS
06/04/2021	Terri Schoenwald	Retirement	SpEd PSA
06/04/2021	Michael Harp	Retirement	Teacher/HHS
03/09/2021	Philip Ruble	Termination	PSA/SAC Asst. Sub

Employee Leaves

Effective Dates	Name	Building/Position
03/19/2021 - 04/26/2021	James Rohr	Teacher/HMS
03/11/2021 - 04/06/2021	Courney Rock	PSA/PEL

Employee Change in Hours

Effective Date	Name	Current Hours	New Hours
02/23/2021	Amanda Pasiczynk	2.5	5.75
03/01/2021	Jacob Hammer	Varies (sub)	8

Employee Change in FTE

Effective Date	Name	Current FTE	New FTE
8/31/2021	Khendra Johnson	1.0	.8
3/1/2021	Jacob Hammer	Varies	260

Employee Change of Assignment

Effective Date	Name	Current Assignment	New Assignment
3/1/2021	Jacob Hammer	Sub Custodian	Night Custodian/HHS

Employment of the following individuals

Start Date	Name	Position/Building	Salary/Rate of Pay
03/08/2021	Victoria Simkins	Administrative Asst. /DO	\$20.10
03/09/2021	Theresa Kriesel	Cook/HHS	\$14.34
03/08/2021	Juliann Beying	Cook/HHS	\$14.34
02/08/2021	Michaela Burr	Social Worker Sub/PEL	\$230.86/day
02/22/2021	Tonia Hanson	Lunch Recess Aide/PEL	\$13.68
03/02/2021	Philip Ruble	Non Contract Kids Campus Asst./PSA / Tilden	\$14.34
04/06/2021	Julie Johnson	Cook/HMS	\$14.34
04/06/2021	Jen McCoy	ECP Asst. Sub	\$17.04
03/15/2021	Tina Werner	Cook/HHS	\$14.34
04/06/2021	Angela Simpson	Administrative Asst. /DO	\$20.10
03/18/2021	Amanda Meza	SpEd Para/MEI	\$17.04
03/22/2021	Alexandra Rashid	Sped Para/HHS	\$17.04
03/29/2021	Zareen Zafar	Non-Contract Kids Campus Asst. Long Term Sub/Tilden	\$14.34
03/15/2021	Melissa Bernatz	Greeter/HHS	\$15.66

Probationary/Other Releases

Elementary Release List					
Name	Building	Position	FTE	Effective Date	
Josh Dewitt	KEL	1st Grade Teacher	1.00	6/4/2021	
Christi Opseth	MEL	1st Grade Teacher	1.00	6/4/2021	
Hannah Duke	MEL	2nd Grade Teacher	1.00	6/4/2021	
Ursula Rumann	MEL	Floating Elementary Teacher	1.00	6/4/2021	
David Peterson	PEL	Floating Elementary Teacher	1.00	6/4/2021	
Jaclyn Buechner	KEL	Floating Elementary Teacher	1.00	6/4/2021	
Katherine (Gibson) Kelly	KEL	1st Grade Teacher	1.00	6/4/2021	
Liz Reinders	MEL	3rd Grade Teacher	1.00	6/4/2021	
Megan Upham	PEL	SpEd Teacher	1.00	6/4/2021	
Liza Niedermayer	MEL	1st Grade Teacher	1.00	6/4/2021	
Jill Gandrud	HHS	Art Teacher	1.00	6/4/2021	
Samantha Hermanson (Hindt)	HHS	English Teacher	1.00	6/4/2021	
Sara Wagner	HMS	FACS Teacher	1.00	6/4/2021	
Joanne Teigland	HMS	Phy Ed. Teacher	0.80	6/4/2021	

Kallie Grote	HMS	English Teacher	1.00	6/4/2021
Alison Hoadley	HMS	EBD Teacher	1.00	6/4/2021
Sara Swenson	HHS	SpEd Teacher	1.00	6/4/2021
Bethany Bagwell	HHS	SpEd Teacher	1.00	6/4/2021
Cassie Ryan	HHS	School Psych	0.80	6/4/2021
Breanna Gilbertson	MEL	SpEd Teacher	1.00	6/4/2021
Erin Anderson	Tilden	ECSE	1.00	6/4/2021
Amy Kolpin	Tilden	ECSE	1.00	6/4/2021

<i>Future Meetings</i>			
Date	Time	Description	Location
04/06/2021	6:00 PM	Policy Committee	Zoom
04/14/2021	5:00 PM	Work Session/Board Retreat	Zoom
04/20/2021	6:00 PM	Policy Committee	Zoom
04/23/2021	9:00 AM	Facility Committee	Zoom
04/28/2021	6:00 PM	Regular Board Meeting	Zoom