



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

Regular Board Meeting

Monday, September 14, 2020 @ 7:30 PM Central
City Council Chambers, 220 North Hastings Avenue, Hastings, NE 68901

1. CALL TO ORDER - Jim Boeve -

2. Roll Call -

3. Pledge Allegiance to the Flag -

4. ANNOUNCEMENT - Jim Boeve -

5. Hearing on the 2020-2021 budget - Jeff Schneider -

6. Hearing on the 2020-2021 tax levy - Jeff Schneider -

7. RECURRENT - Jim Boeve -

1. Minutes of Previous Meeting(s) -

2. Payment of Expenditures - Jeff Schneider -

8. SUPERINTENDENT'S REPORT - Jeff Schneider -

9. FIRST OPPORTUNITY FOR PUBLIC TO BE HEARD - Jim Boeve -

10. SPECIAL BOARD FUNCTIONS - Jim Boeve -

1. Approve the 2020-2021 school budget - Jeff Schneider -

2. Approve the property tax resolution - Jeff Schneider -

3. Approve the 2020-2021 tax levy request - Jeff Schneider -

4. *Approve new Title IX Grievance Procedure Policies 404.065 and 504.186 - Kandace Garwood -

5. Approve the purchase of Red Cat Systems - Kandace Garwood -

11. SPECIAL ADMINISTRATIVE FUNCTIONS - Jim Boeve -

1. Human Resources -

2. CONSENT AGENDA - David Essink -

12. SECOND OPPORTUNITY FOR PUBLIC TO BE HEARD - Jim Boeve -

13. DATES OF FUTURE BOARD MEETINGS - Jim Boeve -

14. MEDIA SPOKESPERSON - Jim Boeve -

15. ADJOURNMENT - Jim Boeve -

***Closed Session:** If, during the course of the meeting, discussion of any item on the agenda should be held in a closed meeting, the board will conduct a closed meeting in accordance with the Nebraska Open Meetings Law.

****Sequence of Agenda:** The sequence of agenda topics is subject to change at the discretion of the board. Please arrive at the beginning of the meeting.

*****Action Item:** The board reserves the right to take action on an item listed on the board agenda.

NOTICE OF BUDGET HEARING AND BUDGET SUMMARY

HASTINGS PUBLIC SCHOOLS (01-0018) in ADAMS County, Nebraska

PUBLIC NOTICE is hereby given, in compliance with the provisions of State Statute Sections 13-501 to 13-513, that the governing body will meet on the 14th day of September, 2020 at 7:00 o'clock, P.M., at 201 N. Marian Rd., Hastings, Nebraska for the purpose of hearing support, opposition, criticism, suggestions or observations of taxpayers relating to the following proposed budget and to consider amendments relative thereto. The budget detail is available at the office of the Clerk/Secretary during regular business hours.

FUNDS	Actual Disbursements & Transfers	Actual/Estimated Disbursements & Transfers	Budgeted Disbursements & Transfers	Necessary Cash Reserve (4)	Total Available Resources Before Property Taxes (5)	Total Personal and Real Property Tax Requirement (7)
	2018-2019 (1)	2019-2020 (2)	2020-2021 (3)			
General	\$ 41,267,513.00	\$ 43,818,900.00	\$ 45,800,033.00	\$ 2,000,000.00	\$ 33,901,733.00	\$ 14,038,687.00
Depreciation	\$ 40,022.00	\$ 264,311.00	\$ 581,339.00		\$ 581,339.00	
Employee Benefit	\$ 6,978.00	\$ 1,300.00	\$ 217,486.00	\$ -	\$ 217,486.00	
Contingency	\$ -	\$ -	\$ -		\$ -	
Activities	\$ 737,682.00	\$ 660,358.00	\$ 728,954.00	\$ -	\$ 728,954.00	
School Nutrition	\$ 2,094,102.00	\$ 2,003,100.00	\$ 2,371,538.00	\$ -	\$ 2,371,538.00	
Bond	\$ 18,137,377.00	\$ 16,538,708.00	\$ 21,485,000.00	\$ 690,161.00	\$ 19,717,894.00	\$ 2,482,088.00
Special Building	\$ 3,169,975.00	\$ 19,236.00	\$ 6,091,679.00		\$ 6,091,679.00	\$ -
Qualified Capital Purpose Undertaking	\$ 385,124.00	\$ 5,359,740.00	\$ 3,047,817.00	\$ 50,000.00	\$ 2,824,818.00	\$ 275,757.00
Cooperative	\$ 839,998.00	\$ 2,383,000.00	\$ 2,451,457.00	\$ -	\$ 2,451,457.00	
Student Fee	\$ 72,431.00	\$ 60,000.00	\$ 92,678.00	\$ -	\$ 92,678.00	
	\$ -	\$ -	\$ -	\$ -	\$ -	
TOTALS	\$ 66,751,202.00	\$ 71,108,653.00	\$ 82,867,981.00	\$ 2,740,161.00	\$ 68,979,576.00	\$ 16,796,532.00

Notice of Special Hearing To Set Final Tax Request

HASTINGS PUBLIC SCHOOLS (01-0018) in ADAMS County, Nebraska

PUBLIC NOTICE is hereby given, in compliance with the provisions of State Statute Section 77-1601.02, that the governing body will meet on the 14th day of September 2020 at 7:00 o'clock P.M., at 201 N. Marian Rd., Hastings, Nebraska for the purpose of hearing support, opposition, criticism, suggestions or observations of taxpayers relating to setting the final tax request.

	2019-2020	2020-2021	Change
Property Valuations	1,185,842,588	1,253,453,974	6%

2019/20 Budget Information

2020/21 Budget Information

Fund	2019-2020 Operating Budget	2019-2020 Property Tax Request	2019 Tax Rate	Property Tax Rate (2019-2020 Request Divided By 2020 Valuation)	2020-2021 Operating Budget	2020-2021 Proposed Property Tax Request	Proposed 2020 Tax Rate	Change in Tax Rate	Change in Operating Budget
General Fund	44,520,819.00	13,281,437.00	1.120000	1.059587	45,800,033.00	14,038,687.00	1.120000	0%	3%
Bond Fund(s) K - 12	19,523,000.00	2,371,686.00	0.200000	0.189212	21,485,000.00	2,482,088.00	0.200000	0%	10%
Qualified Capital Purpose Undertaking Fund K - 12	8,977,056.00	260,885.00	0.022000	0.020813	3,047,817.00	275,757.00	0.022000	0%	-66%
Total	73,020,875.00	15,914,008.00	1.342000	1.269612	70,332,850.00	16,796,532.00	1.342000	0%	-4%



**Hastings Public Schools
Regular Board Meeting Minutes**

August 10, 2020 7:30 PM

City Council Chambers, 220 North Hastings Avenue, Hastings, NE 68901

The meeting was advertised in the Hastings Tribune on Wednesday, August 5, 2020.

Jim Boeve: Present
John Bonham: Present
Sharon Brooks: Present
Brent Gollner: Present
Jodi Graves: Present
Tracey Katzberg: Present
Laura Schneider: Present
Becky Sullivan: Present

1. CALL TO ORDER - Jim Boeve

2. Roll Call

Others in attendance: Jeff Schneider, Superintendent; Diana Reiner, Secretary to the Superintendent; Terry Julian, Technology Facilitator; Kandace Garwood, Director of Special Education; Lawrence Tunks, Director of Learning; Jason Strong, Middle School Assistant Principal; Trent Kelly, Director of Technology; Amy Kelly, Hawthorne Principal; Tony Hermann, Hastings Tribune; NET Television; KHAS Radio

3. Pledge Allegiance to the Flag

4. ANNOUNCEMENT - Jim Boeve

President Boeve reminded those in attendance of the Open Meetings Policy.

5. Hold hearing on the Parental Involvement Policy - Lawrence Tunks

Lawrence reviewed the annual hearing on the Parental Involvement Policy. This encourages parental involvement in the buildings. Due to the restrictions this year, we may have to have parents be involved differently this year.

6. RECURRENT - Jim Boeve

6.1. Minutes of Previous Meeting(s)

Motion to approve the minutes as presented. This motion, made by Becky Sullivan and seconded by Sharon Brooks passed 8-0.

Jim Boeve: Yea
John Bonham: Yea
Sharon Brooks: Yea

Brent Gollner: Yea
Jodi Graves: Yea
Tracey Katzberg: Yea
Laura Schneider: Yea
Becky Sullivan: Yea

6.2. Payment of Expenditures

Motion to approve the payment of expenditures in the amount of \$3,920,845.38. This motion, made by Brent Gollner and seconded by Jodi Graves motion passed 8-0.

Jim Boeve: Yea
John Bonham: Yea
Sharon Brooks: Yea
Brent Gollner: Yea
Jodi Graves: Yea
Tracey Katzberg: Yea
Laura Schneider: Yea
Becky Sullivan: Yea

7. SUPERINTENDENT'S REPORT - Jeff Schneider

Superintendent Schneider shared Good News that new teachers started today. The Senior High students started fall activities today and Wednesday all staff report to work.

8. FIRST OPPORTUNITY FOR PUBLIC TO BE HEARD - Jim Boeve

President Boeve requested anyone who wanted to discuss the use of masks to come forward.

Jessica Ablott - They have three children in HPS. She thanked the Board and staff for their work on reopening school. She wanted the board to keep in mind that masks should be vital in the gym and weight room, practices as well as the classroom. She feels the message is not consistent. She stated the health care system in Hastings has not been overwhelmed. The Health Department needs to report the data in context with recoveries and there are mixed messages and a low morbidity rate. She feels that with all the large events we have had in town, such as graduations and weddings, the healthcare system is still not overwhelmed. She feels that the learning environment is not conducive to wearing a mask. She feels a mask does not protect people from getting the virus. She feels people with underlying medical issues should be responsible for their own safety. She asks that the Board consider if they think masks are conducive to learning as they get dirty and are not worn correctly. She states if it is about liability, have people sign a waiver.

9. SPECIAL BOARD FUNCTIONS - Jim Boeve

9.1. Approve fall opening plan - Jeff Schneider

Motion to approve the fall opening plan as presented. This motion, made by Brent Gollner and seconded by John Bonham, passed 7-1.

Tracey Katzberg: Nay
Jim Boeve: Yea
John Bonham: Yea
Sharon Brooks: Yea
Brent Gollner: Yea
Jodi Graves: Yea
Laura Schneider: Yea
Becky Sullivan: Yea

Superintendent Schneider reviewed the fall opening plan. E-learning will start on 8/24 due to having to do planning with teachers.

Jim asked if it was pretty standard to delay the e-learning start. Jeff stated most districts are since it is only for a small percentage of students and more planning is needed. Tracey asked what parents are supposed to do if children have a temperature. Jeff stated they need to keep the children home until the child is diagnosed and then for 10 days and unless they are diagnosed with something else or receive a negative test they can return. Absences are going to be a large problem. There will be temperature checks each morning. It is going to be difficult for staffing and absenteeism.

Jim acknowledged the problems our teachers may encounter this year. Jeff stated everyone has to be flexible. Sharon asked Jeff to explain how to train parents on e-learning use. Jeff stated we are still working on developing these things and will have a recorded lesson every day for parents to view. There is also a question on how we will take attendance, which is being worked on.

Jeff stated that our football coach, in an interview, had the right comment. "Right now we have to control what we can control".

Jim asked if we have had requests from teachers for modifications to the classrooms. Trent stated we are doing what we can and we are working on class sizes also. Brent asked if e-learning students will be able to catch up as they are starting later. Jeff stated they should be able to as they will be just concentrating on core classes and not exploratory classes.

Jeff stated we will let the appropriate parents and staff if there is a positive case. There is a protocol we have developed. The Health Department will make the decisions on any quarantines.

Tracey stated it is a struggle as a parent of a student in extra-curricular activities and them not wearing a mask then, but having to wear one in class. The Board thanked everyone for their work on these issues.

9.2. Vote on the addition of bowling to the Senior High activities - Jeff Schneider
Motion to approve the addition of bowling for the 2021-2022 school year. This motion, made by Laura Schneider and seconded by Jodi Graves, motion passed 8-0.

Jim Boeve: Yea
John Bonham: Yea
Sharon Brooks: Yea

Brent Gollner: Yea
Jodi Graves: Yea
Tracey Katzberg: Yea
Laura Schneider: Yea
Becky Sullivan: Yea

It is recommended that we hold off until next year to approve bowling for 2021-2022.
Becky asked that perhaps we could add unified bowling at some point also.

9.3. Approve the Memorandum of Understanding between HPS and the Hastings Police Department for School Resource Officers for the 2020-2021 school year - Jeff Schneider

Motion to approve the Memorandum of Understanding between HPS and the Hastings Police Department. This motion, made by Brent Gollner and seconded by Sharon Brooks, motion passed 8-0.

Jim Boeve: Yea
John Bonham: Yea
Sharon Brooks: Yea
Brent Gollner: Yea
Jodi Graves: Yea
Tracey Katzberg: Yea
Laura Schneider: Yea
Becky Sullivan: Yea

Jeff reviewed this agreement with the Hastings Police Department for the School Resource Officers. This lays out what they can and can't do and they are not to enforce school discipline.

9.4. Approve the 2020-21 ESU#9 contract for preschool & school aged children - Kandace Garwood

Motion to approve the ESU #9 contract. This motion, made by John Bonham and seconded by Tracey Katzberg, motion passed 8-0.

Jim Boeve: Yea
John Bonham: Yea
Sharon Brooks: Yea
Brent Gollner: Yea
Jodi Graves: Yea
Tracey Katzberg: Yea
Laura Schneider: Yea
Becky Sullivan: Yea

Kandace reviewed the ESU #9 contract for deaf educators.

9.5. Reaffirm Parental Involvement Policy - Lawrence Tunks

Motion to reaffirm the Parental Involvement Policy. This motion, made by Becky Sullivan and seconded by Laura Schneider, motion passed 8-0.

Jim Boeve: Yea
John Bonham: Yea

Sharon Brooks: Yea
Brent Gollner: Yea
Jodi Graves: Yea
Tracey Katzberg: Yea
Laura Schneider: Yea
Becky Sullivan: Yea

9.6. Vote on the appointment of a new board member to fill the vacancy left by Bob Sullivan

Motion to appoint Jim Heyen to fill the vacancy on the Board of Education. This motion, made by John Bonham and seconded by Laura Schneider, motion passed 8-0.

Jim Boeve: Yea
John Bonham: Yea
Sharon Brooks: Yea
Brent Gollner: Yea
Jodi Graves: Yea
Tracey Katzberg: Yea
Laura Schneider: Yea
Becky Sullivan: Yea

The Board is recommending Jim Heyen to fill Bob Sullivan's term through December, 2020 as he has experience on the Board and some tough decisions may have to be made this year.

10. SPECIAL ADMINISTRATIVE FUNCTIONS - Jim Boeve

10.1. Human Resources

10.1.1. Approve the creation of a 1.0 FTE teaching position at Lincoln Elementary - Jeff Schneider

Motion to approve the creation of a 1.0 FTE teaching position at Lincoln Elementary. This motion, made by Jodi Graves and seconded by Tracey Katzberg, motion passed 8-0.

Jim Boeve: Yea
John Bonham: Yea
Sharon Brooks: Yea
Brent Gollner: Yea
Jodi Graves: Yea
Tracey Katzberg: Yea
Laura Schneider: Yea
Becky Sullivan: Yea

Jeff reviewed the need for an additional position at Lincoln Elementary due to e-learning. This will be paid for by the grant Lincoln Elementary received and is a one-year only position.

10.2. CONSENT AGENDA - David Essink

Motion to approve the Consent Agenda as presented. This motion, made by Laura Schneider and seconded by Tracey Katzberg, motion passed 8-0.

Jim Boeve: Yea
John Bonham: Yea
Sharon Brooks: Yea
Brent Gollner: Yea
Jodi Graves: Yea
Tracey Katzberg: Yea
Laura Schneider: Yea
Becky Sullivan: Yea

11. SECOND OPPORTUNITY FOR PUBLIC TO BE HEARD - Jim Boeve

President Boeve reminded those in attendance that this was their opportunity to address the Board on any topic. No one addressed the Board.

12. DATES OF FUTURE BOARD MEETINGS - Jim Boeve

President Boeve reminded the Board of upcoming meetings.

13. MEDIA SPOKESPERSON - Jim Boeve

Jodi Graves will serve as the media spokesperson to review the August Board meeting.

14. ADJOURNMENT - Jim Boeve

Motion to adjourn meeting. This motion, made by Laura Schneider and seconded by Brent Gollner, motion passed 8-0 by a viva voce vote.

Jim Boeve: Yea
John Bonham: Yea
Sharon Brooks: Yea
Brent Gollner: Yea
Jodi Graves: Yea
Tracey Katzberg: Yea
Laura Schneider: Yea
Becky Sullivan: Yea

Meeting adjourned at 8:20 p.m.

David Essink, Board Secretary



**Hastings Public Schools
Work Session Minutes**

August 6, 2020 6:00 PM

Middle School, 201 North Marian Road, Hastings, NE 68901

The meeting was advertised in the Hastings Tribune on Saturday, August 1, 2020.

Jim Boeve:	Present
John Bonham:	Present
Sharon Brooks:	Present
Brent Gollner:	Absent
Jodi Graves:	Present
Tracey Katzberg:	Absent
Laura Schneider:	Present
Becky Sullivan:	Present

Gollner and Katzberg were excused.

1. Roll Call

Others in attendance: Jeff Schneider, Superintendent; Diana Reiner, Secretary to the Superintendent; Terry Julian, Technology Facilitator; David Essink, Director of Human Resources; Lawrence Tunks, Director of Learning; Deb Lyons, HEA President; Kandace Garwood, Director of Special Education; Tony Hermann, Hastings Tribune; Amy Kelly, Hawthorne Principal; Jason Strong, Middle School Assistant Principal; Trent Kelly, Director of Technology

2. Announcement - Jim Boeve

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

3. Welcome to HEA reps and guests - Jim Boeve

President Boeve had those in attendance introduce themselves.

4. Review Board Norms/Goal - Jim Boeve

Becky had Board Members review the goal and wanted to reiterate how pertinent it is during this time.

5. *Appoint a board member to fill the vacancy on the Board - Jim Boeve

President Boeve reviewed the appointment of someone to fill the vacancy through December due to Bob Sullivan's move. This will be acted on at Monday's Board Meeting. Jim Heyen, former Board Member has agreed to fill the vacancy. The Board

felt with the decisions that have to be made this year, it will be good to have someone with experience.

6. Preliminary Budget - Jeff Schneider

Jeff reviewed the summary of the proposed budget. He feels we will end the 19-20 year spending less money than 2018-19 due to school being closed and the cuts that were made.

He also reviewed the estimated 2020-2021 budget. He stated we would have increased costs due to the need for additional staff. The CARES Act will help with some Covid costs. The Board will need to approve the 2020-2021 budget at the September meeting.

Sharon asked how much we think the CARES Act will cover. Jeff thinks it is about \$700,000 as we have to give some of the money to the parochial schools. Becky asked whether the transportation/activity amount is enough of an increase. Jeff stated the things that have been cancelled should offset it.

7. *Approve fall opening plan - Jeff Schneider

Jeff reviewed the proposed fall opening plan. He stated we have to have a plan for each building as each building is unique. The question has been asked what the Board is approving. He stated they are approving that buildings are open, but having an e-learning option, temperature checks, masks, hand sanitizing, changes in custodial procedures and hours, etc. Food service will also be altered to allow for social distancing when possible including using gyms and outside areas. Transportation will require face coverings for students riding buses for school and also activities.

E-learning - will begin no later than August 24th. We need a few days longer to give the staff time to prepare and get devices to students. There will be daily contact and attendance will be taken. Elementary students will use Google Classroom and SeeSaw and the priority is reading and math. Middle School - one team out of the two per grade will do the e-learning. Senior High will use Accellus and some students may come to school to do classes such as welding, etc. This is still being worked out. Students can be in e-learning and activities as long as they are in good standing with their e-learning classes. They can attend some classes in person and some on-line. We will try to record all classes for parents to review and help students. Training will need to be provided to these teachers and students as well as parents. We are trying to work with all concerns that we know of. It will be a learning process and probably not be as successful as in-person learning. About 425 students are signed up as of today.

Activities - our football team has had practice the last couple of days for a week zero game. The football coach had a radio interview and he discussed how they have changed some things they are doing. He stressed to his team that face coverings have to be worn if they want to have a season. We will proceed until further notice and have to decide how to proceed, i.e., football game attendance at the stadium. We will work with the health department. We have also worked on procedures if we have a positive case with students or staff. We will communicate with parents and staff. Our goal is to stay open for our community and our students.

We need to work together with the students, parents and staff members and everyone

needs to be flexible. He thanked the Board for their discussion with the patrons, the administrative team, central office staff, teachers, as well as the parents and principals/assistant principals.

The question was asked about high school times for classes. Some classes will be at a specific time, especially the dual credit courses that will be live streamed due to the requirements of the dual course options.

Sharon asked if a student comes for the welding type class, can a student stay to do their e-learning? Jeff stated we will need to look into that. She asked if we should be looking for alternative space? Jeff feels that we are OK with space at this time.

Becky asked if we have smaller classes due to students doing e-learning, can a parent transfer to a smaller sized class at a different school? Jeff stated we can look into that but if some e-learners return to the building that might make the classes larger again.

Jodi asked if e-learning students would be at the same pace as in-person students. Jeff stated we will try to pace it the same but that may not happen due to the nature of the e-learning.

Lawrence discussed a scheduling idea to have a break each day with the first part of the day focusing on reading and math and then work on other things after that each day, i.e., Monday - science, Tuesday - writing, etc. These are ideas and they will work with the e-learning teachers on that.

Dave stated the roster of teachers should be finalized Friday and some teachers will have an empty classroom in the building to use for their e-learning class. There are a few that have to teach from home due to health issues. Some teachers may zoom in from home to their class if they are quarantined. Substitute teachers are in very short supply for in-person classes, but some retired teachers stated they may be able to help with e-learning if one of the e-learning teachers is ill.

Jodi asked about student absences and the 10-day rules. NDE has stated not to worry so much about compliance, just focus on students learning so we are not sure what will happen if a student has to be absent for a long period of time.

Sharon asked if there are any community resources that are needed? Jeff feels we are in pretty good shape. Trent stated he thinks we have enough of most everything. She asked about connectivity for students at home and Trent stated we are working with the parents that have stated they do not have connectivity.

John thinks it is great that we are doing this even though it may not be smooth.

8. *Vote on the addition of bowling for the Senior High - Jeff Schneider

Jeff reviewed the request to add bowling as a Senior High activity. Under normal circumstances he would recommend we add this for 20-21, however, he doesn't feel like we can do this now but revisit for next year.

John would like to recommend the Board approve this for the 2021-2022 school year

and make a commitment to the students and to give the Activities Director a year to work out a schedule. The Board agreed to that so that will be voted on Monday night.

9. *Approve the creation of 1.0 FTE teaching position at Lincoln Elementary - Jeff Schneider

Jeff explained that this position is needed due to class sizes at Lincoln Elementary. This will be paid for by the grant from the State related to Lincoln Elementary. It is a one-year position only. This person will know that.

10. *Approve the Memorandum of Understanding between HPS and the Hastings Police Department for School Resource Officers for the 2020-2021 school year - Jeff Schneider

This document explains the role of the school resource officer in the schools. We have had a good relationship with the HPD. They are not to enforce school discipline unless there is a safety issue to personnel. They are there to create a positive relationship with students. We split the cost 50/50 with the HPD.

11. *Approve the 2020-2021 ESU #9 preschool & school aged contract - Kandace Garwood

Kandace reviewed the contract for 2020-2021 for deaf and hard of hearing educators. There are 17 school-aged students and 3 under age 5.

12. Reminder of Hearing on, and reaffirmation of Parental Involvement Policy - Lawrence Tunks

Lawrence reviewed the need for the annual hearing and reaffirmation of the Parental Involvement Policy.

This year there may not be as many parents allowed into the buildings, etc. Parents can still have input, it may just look different this year.

Sharon stated that maybe when appropriate this can help people understand other cultures and bring more families into the schools.

13. *Consent Agenda - David Essink

Dave reviewed the consent agenda.

We still have 3 para openings, 1 custodian, 1 nurse and a high school intervention specialist.

There are still several coaching openings.

He also talked about the lack of substitute teachers and that we are trying to recruit people. He reviewed the requirements to get a local sub certificate. The Tribune will be doing a story on the need.

He also reviewed the new leaves for Covid illness that are in effect until December 31st.

All these things as well as normal leaves mean we may have a lot of staff absences. This will be a concern. We will have to use building staff in different ways to cover.

Becky asked if NDE might relax any regulations regarding getting a substitute certificate. Jeff and Dave stated NDE has not communicated they would do anything but all the schools have asked repeatedly. She also asked about nursing candidates as we may have even more need with the situation. Dave stated we do not presently have any.

14. Reminders - Jim Boeve

Jim reminded the Board of Monday's meeting. The time will be at 7:30 p.m.

15. Adjournment - Jim Boeve

Motion to adjourn meeting. This motion, made by Laura Schneider and seconded by John Bonham, passed 6-0.

Jim Boeve: Yea
John Bonham: Yea
Sharon Brooks: Yea
Jodi Graves: Yea
Laura Schneider: Yea
Becky Sullivan: Yea

Meeting adjourned at 7:11 p.m.

David Essink, Board Secretary

ACTIVITY FUND 8-20

Check Number	Date	Payee	Amount
10337	8/5/2020	ALDRICH, ALLISON E	\$88.53
10338	8/5/2020	ARMSTRONG, SHANNON	\$216.00
10312	7/15/2020	BAND SHOPPE	\$154.75
10339	8/5/2020	BARRIENTEZ, CHAROLETTE	\$10.00
10313	7/15/2020	BEAVE, ERIN	\$432.76
10314	7/15/2020	CHAMPION TEAMWEAR AR	\$672.00
10340	8/5/2020	CLARK, CALEB	\$222.00
10315	7/15/2020	CLASSIC SPORTSWEAR & AWARDS	\$598.07
10316	7/15/2020	CONCORDIA UNIVERSITY	\$250.00
10317	7/15/2020	CRAZY CRACKER FIREWORKS, LLC	\$5,203.95
10341	8/5/2020	CULLIGAN OF HASTINGS	\$31.00
10342	8/5/2020	EAKES OFFICE SOLUTIONS	\$9.49
10343	8/5/2020	EARL MAY SEED & NURSERY L.C.	\$108.95
10327	7/22/2020	EARL MAY SEED & NURSERY L.C.	\$39.95
10328	7/22/2020	GOOD, AMY	\$30.00
10329	7/22/2020	HERGOTT, LORI HS	\$140.00
10330	7/22/2020	HOFFMAN, KRISTIN	\$30.00
10344	8/5/2020	HOWIE, LINNEA	\$144.00
10345	8/5/2020	HUDL	\$800.00
10318	7/15/2020	HUDL	\$4,999.00
10319	7/15/2020	HUNT, KEESHAUN	\$448.50
10346	8/5/2020	JACOBSON, STEPHANIE MS	\$126.64
10347	8/5/2020	KIMLE, MICHELLE MS	\$303.47
10320	7/15/2020	MARTINEZ, TINO	\$500.00
10348	8/5/2020	MENARDS	\$825.67
10321	7/15/2020	MILLARD SOUTH HIGH SCHOOL	\$600.00
10331	7/22/2020	MOORE, JACK	\$220.00
10322	7/15/2020	NIEMEYER, CHRISTINE AL	\$58.14
10349	8/5/2020	NOVAK, MICHAELA	\$192.00
10350	8/5/2020	NUARIO LOPEZ, JULIZA	\$174.00
10332	7/22/2020	POWER, ALLISON	\$30.00
10351	8/5/2020	QUICK, AKIRA MORGAN	\$174.00
10333	7/22/2020	RUSS'S IGA	\$863.35
10334	7/22/2020	SHAR PRODUCTS CO	\$5,032.00
10335	7/22/2020	SHIRT SHACK- HASTINGS	\$1,409.50
10336	7/22/2020	STODDARD, JAYSON	\$580.82
10323	7/15/2020	STONER, MEAGAN	\$21.77
10324	7/15/2020	SYNCB/AMAZON	\$176.67
10326	7/15/2020	US BANK	\$845.02
10325	7/15/2020	US BANK	\$942.21
10352	8/5/2020	WOLF, SARAH	\$1,000.00
10353	8/5/2020	YANDAS MUSIC	\$687.21
			\$29,391.42

GENERAL FUND 8-20

Check Number	Date	Payee	Amount
130945	8/10/2020	3 - POINTS TIRE	\$81.00
130946	8/10/2020	A.R.M. PROPERTIES, LLC	\$700.00
130947	8/10/2020	ALPHA REHABILITATION, PC	\$250.19
130948	8/10/2020	ARBOR SCIENTIFIC	\$876.03
130949	8/10/2020	BEMAN'S APPLIANCE SERVICE, INC.	\$39.28
130950	8/10/2020	BIG G ACE	\$972.57
130951	8/10/2020	BLAZER, JULIE	\$184.00
130952	8/10/2020	BRANT, CHARLA AL	\$184.00
130953	8/10/2020	BREINIG, CATHY B AL	\$22.36
130954	8/10/2020	BRUMBAUGH, CHRISTINA	\$85.02
130955	8/10/2020	BRYANT PIANO SERVICE	\$98.00
130956	8/10/2020	BURKE, MELISSA HA	\$81.52
130957	8/10/2020	C4 OPERATIONS, LLC	\$421.50
130958	8/10/2020	CAREY'S PEST CONTROL	\$810.00
130959	8/10/2020	CARLSON, JEANA	\$184.00
ACH	8/10/2020	CASH-WA DISTRIBUTING	\$78,075.90
130960	8/10/2020	CENGAGE LEARNING INC/GALE	\$829.85
130961	8/10/2020	CENTRAL NEBR REHAB SERVICES	\$1,085.35
130962	8/10/2020	CENTRAL NEBRASKA BOBCAT	\$175.00
130963	8/10/2020	CITY OF HASTINGS _15870	\$14,903.08
130964	8/10/2020	CONDITIONED AIR MECHANICALS	\$3,650.00
130965	8/10/2020	CONSOLIDATED CONCRETE CO.	\$704.10
130966	8/10/2020	CORNHUSKER PRESS	\$336.28
130967	8/10/2020	CREECH, KIMBERLY LI	\$134.09
130968	8/10/2020	CULLIGAN OF HASTINGS	\$11.00
130969	8/10/2020	DAKOTA POTTERY SUPPLY	\$1,105.00
130970	8/10/2020	DAS STATE ACCOUNTING - CENTRAL FINANCE	\$229.32
130971	8/10/2020	DEMCO, INC.	\$198.91
130972	8/10/2020	DON RUTT PLUMBING & HEATING, INC.	\$1,150.00
130973	8/10/2020	DUTTON-LAINSON	\$1,137.23
130974	8/10/2020	EAGLE BUILDING SERVICES, LLC	\$20,284.00
130975	8/10/2020	EAI EDUCATION	\$695.00
130976	8/10/2020	EAKES OFFICE SOLUTIONS	\$96.62
130977	8/10/2020	ECHO ELECTRIC SUPPLY	\$311.22
130978	8/10/2020	ED SERV UNIT 10	\$3,366.69
130979	8/10/2020	EDOCTRINA CORP.	\$19,200.00
130980	8/10/2020	EDUCATIONAL DESIGN SOLUTIONS	\$8,500.00
130981	8/10/2020	EDUMETRISIS, LLC	\$13,200.00
130982	8/10/2020	EGAN SUPPLY COMPANY	\$230.44
130983	8/10/2020	EVERSON, MELISSA	\$194.35
130984	8/10/2020	FOLLETT SCHOOL SOLUTIONS, INC.	\$437.45
130985	8/10/2020	GYLL, MARY JANE	\$1,380.00

GENERAL FUND 8-20

130986	8/10/2020	HASTINGS OUTDOOR POWER, LLC	\$188.93
130987	8/10/2020	HASTINGS SR HIGH	\$10.00
130988	8/10/2020	HERMAN, ART	\$26.91
130989	8/10/2020	HOPPE, JILL MS	\$92.29
130990	8/10/2020	HULTMAN, ELIZABETH	\$184.00
130991	8/10/2020	IDEA BANK MARKETING	\$624.00
130992	8/10/2020	INGRAM LIBRARY SERVICES	\$607.94
130993	8/10/2020	INNOVATIVE OFFICE SOLUTIONS	\$6,980.03
130994	8/10/2020	INTEGRATED SECURITY SOLUTIONS	\$4,755.00
130995	8/10/2020	ISLAND GLASS COMPANY, INC	\$6,040.11
130996	8/10/2020	ISLAND SUPPLY WELDING	\$131.15
130997	8/10/2020	J.I.L. ASPHALT PAVING CO	\$4,500.00
130998	8/10/2020	JACOBSON, STEPHANIE MS	\$40.27
130999	8/10/2020	JERRY SPADY CHEVROLET, GMC, CADILLAC	\$1,049.56
131000	8/10/2020	JOHNSON, BETH A.	\$184.00
131001	8/10/2020	JOURNEYED.COM, INC	\$500.00
131002	8/10/2020	KATHMAN, NICOLE	\$105.00
131003	8/10/2020	KEELE, WENDY HHS	\$45.65
131004	8/10/2020	KOHL, AMY	\$229.55
131005	8/10/2020	KUCERA, JOSLYN	\$105.00
131006	8/10/2020	KULLY PIPE & STEEL CO	\$128.83
131007	8/10/2020	KULWICKI BECKI	\$128.91
131008	8/10/2020	LEWIS, JADEN	\$49.00
131009	8/10/2020	LOETTERLE RONDA HA	\$282.48
ACH	8/10/2020	LUNCHTIME SOLUTIONS	\$18,394.02
131010	8/10/2020	MCMURRAY, GLENDA LO	\$20.99
131011	8/10/2020	MENARDS	\$1,506.57
131012	8/10/2020	MIDWEST CONNECT	\$8,000.00
131013	8/10/2020	MIDWEST TURF & IRRIGATION	\$832.30
131014	8/10/2020	MOLLY HAWKINS HOUSE, INC.	\$335.96
131015	8/10/2020	NASCO	\$1,173.80
131016	8/10/2020	NE COUNCIL OF SCHOOL ADMIN	\$6,720.00
131017	8/10/2020	NEBRASKA CENTRAL EQUIPMENT	\$1,066.70
131018	8/10/2020	NUTRIEN AG SOLUTIONS	\$59.21
131019	8/10/2020	O'KEEFE ELEVATOR CO	\$560.00
131020	8/10/2020	PAPER 101	\$181.13
131021	8/10/2020	PERRY, GUTHERY, HAASE & GESSFORD PC	\$1,269.00
131022	8/10/2020	PITSCO	\$180.65
131023	8/10/2020	POOH CORNER WEST	\$132.00
131024	8/10/2020	POPPE, NANCY	\$675.00
131025	8/10/2020	PYRAMID SCHOOL PRODUCTS	\$7,048.78
131026	8/10/2020	QUILL CORPORATION	\$45.54
131027	8/10/2020	RAPIDS WHOLESALE EQUIPMENT CO	\$6.83

GENERAL FUND 8-20

131028	8/10/2020	RASMUSSEN, CARRIE	\$885.22
131029	8/10/2020	RAYBURN, KAILEY LI	\$91.86
131030	8/10/2020	REALLY GOOD STUFF	\$111.39
131031	8/10/2020	RUSS'S IGA	\$46.58
131032	8/10/2020	RUTTS HEATING & AIR CONDITIONING INC	\$292,037.90
131033	8/10/2020	SCHOLASTIC, INC -	\$542.30
131034	8/10/2020	SCHOOL SPECIALTY	\$126.18
131035	8/10/2020	SCHWARZ PAPER CO	\$391.15
131036	8/10/2020	SEESAW LEARNING, INC.	\$6,269.00
131037	8/10/2020	SHERWIN-WILLIAMS CO	\$300.28
131038	8/10/2020	SOUTH CENTRAL BEHAVIORIAL SERVICES	\$200.00
131039	8/10/2020	STATE OF NEBRASKA DEPT OF LABOR LI	\$252.33
131040	8/10/2020	STELLING BRASS & WINDS INC.	\$1,442.50
131041	8/10/2020	STENHOUSE PUBLISHERS	\$95.00
131042	8/10/2020	STRAATMANN, STONEY	\$341.00
131043	8/10/2020	TEACHER INNOVATIONS, INC.	\$270.00
131044	8/10/2020	TEACHERS DISCOVERY	\$65.99
131045	8/10/2020	THE HOME DEPOT PRO	\$6,812.26
131046	8/10/2020	THE SENSORY PATH	\$6,625.00
131047	8/10/2020	TILLMAN, PAMELA L	\$285.00
131048	8/10/2020	UNIVERSITY PUB INC	\$4,776.00
131049	8/10/2020	VAUGHANS-PRINTERS, INC	\$149.50
131050	8/10/2020	VERIZON WIRELESS	\$1,152.40
131051	8/10/2020	W.G. PAULEY LUMBER COMPANY	\$850.35
131052	8/10/2020	WALSTON, JESSICA	\$184.00
131053	8/10/2020	WENGER CORPORATION	\$12,216.00
131054	8/10/2020	WIOSKOWSKI, AMBER S.	\$77.00
131055	8/10/2020	WISSING SUE LO	\$184.00
131056	8/10/2020	YANDAS MUSIC	\$1,675.77
131057	8/10/2020	ZIMMER, CONNOR JM	\$76.38
130942	7/31/2020	ASHLOCK CONSULTING INC.	\$1,790.00
130943	7/31/2020	CORNHUSKER PRESS	\$5,296.74
130944	7/31/2020	TRUCK CENTER COMPANIES	\$181,650.00
130906	7/17/2020	ASSET PANDA, LLC	\$1,285.20
130907	7/17/2020	BLICK ART MATERIALS	\$207.14
130908	7/17/2020	CARLEX, INC.	\$44.85
130909	7/17/2020	CAROLINA BIOLOGICAL SUPPLY CO.	\$2,228.18
130910	7/17/2020	CENGAGE LEARNING	\$3,232.35
130911	7/17/2020	CMBA ARCHITECTS	\$21,664.93
130912	7/17/2020	COMMITTEE FOR CHILDREN	\$71,928.90
130913	7/17/2020	CORNHUSKER STATE INDUSTRIES	\$998.00
130914	7/17/2020	FISHER SCIENTIFIC	\$92.63
130915	7/17/2020	GRIZZLY INDUSTRIAL INC	\$1,195.60

GENERAL FUND 8-20

130916	7/17/2020	HASTINGS TRIBUNE	\$927.07
130917	7/17/2020	HASTINGS UTILITIES	\$45,516.43
130918	7/17/2020	HOMETOWN LEASING	\$10,492.92
130919	7/17/2020	HOUGHTON MIFFLIN HARCOURT	\$17,879.40
130920	7/17/2020	OMAHA WORLD HEARLD	\$2,770.00
130921	7/17/2020	PAYFLEX SYSTEMS USA INC	\$541.45
130922	7/17/2020	PIONEER MANUFACTURING CO.	\$7,260.00
130923	7/17/2020	QUILL CORPORATION	\$7.49
130924	7/17/2020	REINER, DIANA	\$10.91
130925	7/17/2020	RUNCIES CATERING	\$210.85
130926	7/17/2020	RUTGERS UNIVERSITY	\$975.00
130927	7/17/2020	RUTTS HEATING & AIR CONDITIONING INC	\$108,015.67
130928	7/17/2020	SERENDIPITY HEARING, INC	\$3,020.00
130929	7/17/2020	SYNCB/AMAZON	\$16,177.86
130930	7/17/2020	TEACHING STRATEGIES, LLC	\$3,286.25
130931	7/17/2020	TOOFAST SUPPLY	\$1,845.00
130932	7/17/2020	US BANK	\$2,344.44
130933	7/17/2020	US SCHOOL SUPPLIES	\$61.80
130934	7/17/2020	WATCH D.O.G.S.	\$43.12
ACH	8/10/2020	WOODWARDS	\$3,560.00
130935	7/17/2020	XODUS MEDICAL INC	\$280.86
130936	7/17/2020	YMCA	\$15,000.00
			\$1,122,180.82

ACTIVITY FUND 9-20

Check Number	Date	Payee	Amount
10381	9/2/2020	ALLENS OF HASTINGS, INC.	\$18.31
10382	9/2/2020	ANTHEM SPORTS, LLC	\$1,063.74
10383	9/2/2020	AWARDS UNLIMITED, INC	\$1,019.68
10356	8/26/2020	BAD SPORTZ	\$5,180.00
10384	9/2/2020	BAND SHOPPE	\$901.10
10385	9/2/2020	BARTH, MATTHEW	\$100.00
10386	9/2/2020	BEYKE SIGNS	\$85.00
10357	8/26/2020	BLICK ART MATERIALS	\$2,972.62
10387	9/2/2020	BROOKS, BRUCE	\$125.00
10391	9/2/2020	CASH	\$750.00
10390	9/2/2020	CASH	\$750.00
10389	9/2/2020	CASH	\$750.00
10388	9/2/2020	CASH	\$300.00
10360	8/26/2020	CASH	\$750.00
10359	8/26/2020	CASH	\$3,000.00
10358	8/26/2020	CASH	\$300.00
10354	8/20/2020	CASH	\$750.00
10392	9/2/2020	CLASSIC SPORTSWEAR & AWARDS	\$336.34
10393	9/2/2020	COLUMBUS HIGH SCHOOL	\$60.00
10361	8/26/2020	COMPETITIVE EDGE	\$425.00
10362	8/26/2020	COZAD HIGH SCHOOLS	\$100.00
10363	8/26/2020	DONIPHAN-TRUMBULL PUBLIC SCHOOL	\$159.00
10394	9/2/2020	DRAMATIC PUBLISHING	\$51.55
10395	9/2/2020	EDUCATIONAL THEATRE ASSN.	\$129.00
10396	9/2/2020	EMAL, COLBY	\$100.00
10397	9/2/2020	EPIC SPORTS	\$143.17
10364	8/26/2020	FEENEY, KIRK	\$105.00
10398	9/2/2020	GILLESPIE, CHAD	\$100.00
10399	9/2/2020	GILLESPIE, CODY	\$100.00
10365	8/26/2020	GILLHAM, CLARISSA SH	\$64.12
10366	8/26/2020	GRAND ISLAND CENTRAL CATHOLIC	\$80.00
10400	9/2/2020	GRAND ISLAND SENIOR HIGH	\$165.00
10401	9/2/2020	GRAPHIC EDGE	\$1,166.74
10402	9/2/2020	HARCO ATHLETIC RECONDITIONING	\$752.00
10403	9/2/2020	HASTINGS COLLEGE BUSINESS OFFICE	\$150.00
10355	8/20/2020	HASTINGS PUBLIC SCHOOLS	\$35.00
10404	9/2/2020	HAUFF SPORTING GOODS	\$10,383.97
10405	9/2/2020	HOLIDAY INN EXPRESS - HASTINGS	\$480.00
10367	8/26/2020	HUNT, KEESHAUN	\$276.00
10406	9/2/2020	IMPACT APPLICATIONS, INC	\$655.00
10407	9/2/2020	INSTRUMENTALIST AWARDS, LLC	\$51.50
10408	9/2/2020	JACOBSON, STEPHANIE MS	\$106.72

ACTIVITY FUND 9-20

10368	8/26/2020	KEARNEY HIGH SCHOOL	\$125.00
10409	9/2/2020	KILE, GENA	\$80.00
10410	9/2/2020	KRUEGER, DAVID	\$225.00
10411	9/2/2020	LEXINGTON HIGH SCHOOL	\$75.00
10369	8/26/2020	LINCOLN EAST HIGH SCHOOL	\$125.00
10370	8/26/2020	LIPKER, EMILY	\$15.00
10371	8/26/2020	MAYS, TATE	\$172.50
10412	9/2/2020	MENARDS	\$767.50
10413	9/2/2020	NE HIGH SCHOOL SPORTS HALL OF FAME -LI	\$250.00
10414	9/2/2020	NEBRASKA SPORTS	\$1,376.28
10372	8/26/2020	NORFOLK HIGH SCHOOL	\$225.00
10415	9/2/2020	PEPSI OF HASTINGS -	\$330.00
10416	9/2/2020	RSCHOOL TODAY (DWC)	\$1,245.00
10417	9/2/2020	RUSS'S IGA	\$193.04
10418	9/2/2020	SADD, GABRIELLE	\$130.00
10419	9/2/2020	SCHACHER, SHELBY	\$225.00
10420	9/2/2020	SCHULTZ, MICHELLE	\$54.43
10421	9/2/2020	SHIRT SHACK- HASTINGS	\$84.00
10373	8/26/2020	SHIRT SHACK- HASTINGS	\$241.00
10374	8/26/2020	SPEER, MARK	\$105.00
10422	9/2/2020	STRIV, INC.	\$1,975.00
10375	8/26/2020	SYNCB/AMAZON	\$1,302.38
10376	8/26/2020	T'DANCE	\$30.00
10423	9/2/2020	TENNIS COURT SUPPLY	\$1,090.34
10424	9/2/2020	UNK ATHLETICS	\$200.00
10378	8/26/2020	US BANK	\$3,236.84
10377	8/26/2020	US BANK	\$110.81
10379	8/26/2020	VARSITY SPIRIT FASHIONS	\$3,947.85
10380	8/26/2020	WALSWORTH PUBLISHING CO	\$1,787.21
10425	9/2/2020	WALTERS, EDDIE	\$125.00
10426	9/2/2020	WASHINGTON, KENT	\$100.00
			\$54,939.74

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Check Number	Date	Payee	Amount
131158	9/14/2020	3 - POINTS TIRE	\$60.00
131159	9/14/2020	A.R.M. PROPERTIES, LLC	\$700.00
131080	8/28/2020	ACCELERATE LEARNING, INC	\$23,268.60
131160	9/14/2020	ACKERMAN, LONNIE	\$550.00
131161	9/14/2020	AED SUPERSTORE	\$27.96
131162	9/14/2020	AIRGAS USA, LLC	\$1,502.60
131163	9/14/2020	ALLENS OF HASTINGS, INC.	\$309.03
131164	9/14/2020	ALLO COMMUNICATIONS	\$11,101.90
131081	8/28/2020	ALLO COMMUNICATIONS	\$10,894.94
131165	9/14/2020	ALPHA REHABILITATION, PC	\$123.68
131082	8/28/2020	ANDERSEN, ROCHELLE	\$276.60
131166	9/14/2020	APPLE, INC	\$23,669.00
131167	9/14/2020	ARNOLD MOTOR COMPANY	\$426.38
131083	8/28/2020	ASCD	\$1,295.00
131084	8/28/2020	BALFOUR	\$47.61
131085	8/28/2020	BARISTA'S OF HASTINGS, LLC	\$126.26
131168	9/14/2020	BARWICK, STEPHANIE WA	\$85.27
131169	9/14/2020	BELIKOVA-ERICKSON, IRINA LO	\$397.52
131086	8/28/2020	BELIKOVA-ERICKSON, IRINA LO	\$185.94
131170	9/14/2020	BEMAN'S APPLIANCE SERVICE, INC.	\$269.06
131171	9/14/2020	BEYKE SIGNS	\$409.00
131087	8/28/2020	BEYKE SIGNS	\$1,135.00
131172	9/14/2020	BIG G ACE	\$727.04
131173	9/14/2020	BOLLING, JENNIFER	\$28.52
131174	9/14/2020	BOLTON, ELISABETH A	\$138.00
131175	9/14/2020	BOSELNAN, INC.	\$54.00
131088	8/28/2020	BOSELNAN, INC.	\$33.00
131089	8/28/2020	BRANDT, LISA	\$41.50
131176	9/14/2020	BRYANT PIANO SERVICE	\$495.00
131177	9/14/2020	BULLSEYE SPORTS BAR & GRILL	\$575.00
131178	9/14/2020	BUSINESS WORLD PRODUCTS	\$55.40
131090	8/28/2020	BUSS, JESSICA	\$147.30
131091	8/28/2020	BWJW ENTERPRISE, INC	\$19,910.00
131179	9/14/2020	C4 OPERATIONS, LLC	\$599.50
131180	9/14/2020	CAFFERTY, JASON WA	\$51.52
131181	9/14/2020	CAREY'S PEST CONTROL	\$810.00
131182	9/14/2020	CARLSON, JEANA	\$138.00
131092	8/28/2020	CARMICHAEL CONSTRUCTION	\$1,105.00
131183	9/14/2020	CAROLINA BIOLOGICAL SUPPLY CO.	\$392.47
131093	8/28/2020	CARSON-DELLOSA PUBLISHING CO., INC.	\$66.92
ACH	8/7/2020	CASH-WA DISTRIBUTING	\$1,876.25
131094	8/28/2020	CENTRAL COMMUNITY COLLEGE - HA	\$220.00

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131184	9/14/2020	CENTRAL NEBR REHAB SERVICES	\$2,408.05
131185	9/14/2020	CGSMUSIC	\$201.90
131186	9/14/2020	CHANCE-OSSOWSKI, GRACYN	\$16.58
131095	8/28/2020	CITY OF HASTINGS_15870	\$5.00
131096	8/28/2020	CITY OF HASTINGS- DEVELOPMENT SERVICE	\$240.82
131187	9/14/2020	CLARK, TINA L	\$14.96
131188	9/14/2020	CMBA ARCHITECTS	\$37,745.22
131189	9/14/2020	COACH MASTERS, INC.	\$489.76
131190	9/14/2020	COMMUNITY PLAYTHINGS	\$4,776.00
131191	9/14/2020	COMPUTER HARDWARE, INC	\$35,367.40
131097	8/28/2020	COMPUTER HARDWARE, INC	\$18,908.00
131192	9/14/2020	CONDITIONED AIR MECHANICALS	\$17,192.00
131193	9/14/2020	CONSRUCK, ANNIE MS	\$34.73
131194	9/14/2020	CONSOLIDATED CONCRETE CO.	\$6,781.12
131195	9/14/2020	CORNHUSKER PRESS	\$11,434.59
131098	8/28/2020	CORNHUSKER STATE INDUSTRIES	\$10,438.00
131099	8/28/2020	CPI/COOPERATIVE PRODUCERS, INC	\$3,857.50
131100	8/28/2020	CREATIVE SITES	\$43,175.00
131196	9/14/2020	CREECH, KIMBERLY LI	\$21.45
131197	9/14/2020	CULLIGAN OF HASTINGS	\$79.40
131198	9/14/2020	CUMMINS SALES AND SERVICE	\$3,756.63
131199	9/14/2020	CURRICULUM ASSOC, LLC	\$1,500.00
131200	9/14/2020	DALLAS MIDWEST	\$1,237.00
131201	9/14/2020	DAS STATE ACCOUNTING - CENTRAL FINANC	\$232.49
131202	9/14/2020	DAVIS, JEAN	\$13.75
131101	8/28/2020	DECKER EQUIPMENT	\$686.48
131203	9/14/2020	DELASHMUTT, KATHY LI	\$92.58
131204	9/14/2020	DIETZE MUSIC	\$299.25
131205	9/14/2020	DUTTON-LAINSON	\$283.73
131206	9/14/2020	EAGLE BUILDING SERVICES, LLC	\$20,284.00
131207	9/14/2020	EAKES OFFICE SOLUTIONS	\$887.81
131208	9/14/2020	ECHO ELECTRIC SUPPLY	\$377.62
131209	9/14/2020	EDFICIENCY, LLC	\$3,510.00
131210	9/14/2020	EGAN SUPPLY COMPANY	\$936.06
131211	9/14/2020	ELECTRONIC SYSTEMS, INC.	\$7,821.10
131212	9/14/2020	EMPOWERING WRITERS, LLC	\$1,138.35
131213	9/14/2020	ENGINEERING TECHNOLOGIES INC	\$18,720.00
131214	9/14/2020	EVERSON, MELISSA	\$87.32
131215	9/14/2020	FAMILY MEDICAL CENTER	\$128.00
131216	9/14/2020	FASTENAL COMPANY	\$653.02
131217	9/14/2020	FATHER FLANAGANS BOYS' HOME	\$1,250.00
131218	9/14/2020	FIELDER, MONICA	\$13.75
131102	8/28/2020	FINCHER, TRAVIS	\$33.15

GENERAL FUND 9-20

131103	8/28/2020	FITZGERALD, CAROL A		\$45.51
131104	8/28/2020	FLINN SCIENTIFIC INC		\$2,114.62
131219	9/14/2020	FLINN, DYLAN	HHS	\$74.86
131105	8/28/2020	FLINN, DYLAN	HHS	\$184.00
131220	9/14/2020	FOLLETT SCHOOL SOLUTIONS, INC.		\$727.42
131221	9/14/2020	FOSTER, SUZANNE		\$178.25
131222	9/14/2020	FUTURE PROBLEM SOLVING PROGRAM		\$264.00
131223	9/14/2020	GILMORE, STEPHEN A J		\$44.69
131224	9/14/2020	GRACENOTES, LLC		\$34.99
131225	9/14/2020	GRACES LOCKSMITH SERVICE		\$69.20
131226	9/14/2020	GRAHAM TIRE - GI		\$450.28
131227	9/14/2020	GREATER NE SCHOOLS ASSN.		\$4,250.00
131228	9/14/2020	GREISEN, KYLEE		\$62.87
131229	9/14/2020	GUNN, LAUREN	LO	\$141.42
131230	9/14/2020	HARTWIG, LORI		\$13.00
131231	9/14/2020	HASTINGS AREA CHAMBER OF COMMERCE		\$1,408.40
131232	9/14/2020	HASTINGS COLLEGE BUSINESS OFFICE		\$1,080.00
131233	9/14/2020	HASTINGS OUTDOOR POWER, LLC		\$82.97
131107	8/28/2020	HASTINGS SR HIGH - ACTIVITY FUND		\$185,000.00
131235	9/14/2020	HASTINGS TRIBUNE		\$80.00
131234	9/14/2020	HASTINGS TRIBUNE		\$80.00
131108	8/28/2020	HASTINGS TRIBUNE		\$1,487.64
131109	8/28/2020	HASTINGS UTILITIES		\$67,538.33
131236	9/14/2020	HEGEMANN, MICHELLE		\$138.00
131110	8/28/2020	HELLEBERG, CAROL		\$129.00
131237	9/14/2020	HENRY, LAUREN		\$59.40
131238	9/14/2020	HERMAN, ART		\$34.50
131239	9/14/2020	HINRICHS, JOLENE	WA	\$44.92
131111	8/28/2020	HOMETOWN LEASING		\$10,492.92
131240	9/14/2020	HULTMAN, ELIZABETH		\$138.00
131241	9/14/2020	ICREATE TO EDUCATE, INC.		\$64.94
131112	8/28/2020	ICREATE TO EDUCATE, INC.		\$94.94
131242	9/14/2020	INGRAM LIBRARY SERVICES		\$176.60
131243	9/14/2020	INNOVATIVE OFFICE SOLUTIONS		\$202.72
131244	9/14/2020	INSTRU-MED, INC.		\$625.00
131245	9/14/2020	INTEGRATED SECURITY SOLUTIONS		\$4,696.50
131113	8/28/2020	INTER-STATE STUDIO & PUBLISHING CO		\$404.00
131246	9/14/2020	INTERNATIONAL ACADEMY OF SCIENCE		\$16,300.00
131247	9/14/2020	INTERSTATE ALL BATTERY		\$499.50
131248	9/14/2020	ISLAND GLASS COMPANY, INC		\$962.36
131249	9/14/2020	ISLAND SUPPLY WELDING		\$81.16
131250	9/14/2020	J W PEPPER & SONS INC.		\$98.97
131251	9/14/2020	JACOBSON, STEPHANIE	MS	\$77.46

GENERAL FUND 9-20

131114	8/28/2020	JEO CONSULTING GROUP, INC	\$8,473.53
131252	9/14/2020	JERRY SPADY CHEVROLET, GMC, CADILLAC	\$14,937.26
131253	9/14/2020	JOHNSON, BAILEY - HMS	\$70.25
131254	9/14/2020	JOHNSON, BETH A.	\$92.00
131255	9/14/2020	JOHNSON, KAYLA HStart	\$25.30
131256	9/14/2020	JOHNSON, SARA AD	\$46.78
131257	9/14/2020	JUNIOR LIBRARY GUILD	\$858.00
131258	9/14/2020	KATHMAN, STEVEN	\$10.00
131259	9/14/2020	KEELE, WENDY HHS	\$69.39
131115	8/28/2020	KEEVER, KELSEY	\$307.46
131260	9/14/2020	KEITHS PHARMACY	\$184.20
131261	9/14/2020	KELLY SUPPLY CO	\$131.71
131262	9/14/2020	KELLY, AMY HA	\$58.15
131116	8/28/2020	KELLY, TRENT AD	\$141.45
131263	9/14/2020	KERR, ROBERT	\$74.85
131264	9/14/2020	KINLEY, JILL	\$47.73
131117	8/28/2020	KIRKEGAARD, PATRICIA	\$52.85
131118	8/28/2020	KLEIN, MEGAN	\$36.65
131119	8/28/2020	KLUVER, BARB	\$50.00
131265	9/14/2020	KSB SCHOOL LAW, PC, LLO	\$150.00
131266	9/14/2020	KUHLMANN, CRISTA	\$149.75
131267	9/14/2020	KULLY PIPE & STEEL CO	\$456.65
131268	9/14/2020	LANDELL, BARBARA AL	\$21.99
131269	9/14/2020	LANDSMANN, DEBRA A.	\$378.00
131120	8/28/2020	LANDSMANN, DEBRA A.	\$90.00
131270	9/14/2020	LCL TRUCK EQUIPMENT, INC.	\$42.64
131121	8/28/2020	LEARNING SCIENCES INTERNATIONAL	\$16,000.00
131271	9/14/2020	LEARNING SERVICES INTERNATIONAL INC.	\$90.00
131272	9/14/2020	LEARNING WITHOUT TEARS	\$3,564.00
131273	9/14/2020	LIBERTY HARDWOODS INC	\$4,710.50
131274	9/14/2020	LIGHTSPEED TECHNOLOGIES	\$49.00
131275	9/14/2020	LINDBLAD, SUSAN	\$112.08
131276	9/14/2020	LONE STAR PERCUSSION	\$524.25
131122	8/28/2020	LONG, CINDY	\$260.12
131123	8/28/2020	MAKE MUSIC	\$4,200.00
131277	9/14/2020	MATHESON TRI-GAS, INC	\$1,793.86
131278	9/14/2020	MAU, SHELLY	\$44.51
131279	9/14/2020	MCGRAW- HILL SCHOOL ED HOLDINGS, LLC	\$1,456.65
131280	9/14/2020	MENARDS	\$2,598.08
131124	8/28/2020	METROPOLITAN COMPOUNDS, INC	\$609.14
131125	8/28/2020	MEYER, KALA	\$158.40
131281	9/14/2020	MICHAEL BANWARTH ARRANGEMENTS	\$1,000.00
131282	9/14/2020	MIDWEST CONNECT	\$8,000.00

GENERAL FUND 9-20

131283	9/14/2020	MOSAIC	\$1,393.63
131284	9/14/2020	MSC INDUSTRIAL SUPPLY	\$3,197.73
131285	9/14/2020	MUNICIPAL SUPPLY OF NE	\$91.06
131286	9/14/2020	MURRAY CONNIE LO	\$1,194.91
131126	8/28/2020	MVP LOGO MASKS, LLC	\$30,870.00
131287	9/14/2020	NAEHCY	\$300.00
131288	9/14/2020	NANFITO, MIRANDA	\$42.76
131289	9/14/2020	NAPA AUTO PARTS	\$2,032.11
131127	8/28/2020	NAPA AUTO PARTS	\$292.99
131128	8/28/2020	NASB ALICAP	\$467,684.00
131129	8/28/2020	NATIONAL ART & SCHOOL SUPPLIES	\$7,792.26
131290	9/14/2020	NCS PEARSON, INC	\$1,650.38
131291	9/14/2020	NE COUNCIL OF SCHOOL ADMIN	\$600.00
131130	8/28/2020	NE SAFETY CENTER @ UNK	\$250.00
131292	9/14/2020	NEBRASKA CENTRAL EQUIPMENT	\$133.32
131293	9/14/2020	NEBRASKA-IOWA IND FASTENER	\$74.72
131294	9/14/2020	OCHSNER, CODY	\$110.36
131295	9/14/2020	OERTER NANCY HA	\$61.15
131131	8/28/2020	OLSON, TERI	\$81.99
131132	8/28/2020	OMAHA WORLD HEARLD	\$1,000.00
131296	9/14/2020	PASTIME LANES	\$78.00
131297	9/14/2020	PERRY, GUTHERY, HAASE & GESSFORD PC	\$1,518.00
131298	9/14/2020	PFEIFER, SHELLI M	\$60.00
131299	9/14/2020	PHYS THERAPY & SPORT REHAB	\$12,931.16
131300	9/14/2020	PLATTE VALLEY COMMUNICATIONS	\$170.25
131301	9/14/2020	POPPE, NANCY	\$648.00
131302	9/14/2020	PORTWOOD KAREN HA	\$99.04
131303	9/14/2020	QUALITY SOUND & COMMUNICATIONS	\$588.00
131304	9/14/2020	RAMSEY SOLUTIONS	\$3,249.00
131305	9/14/2020	RAYNOR GARAGE DOORS OF CE. NE.	\$90.00
131133	8/28/2020	REALLY GOOD STUFF	\$227.92
131306	9/14/2020	RENAISSANCE LEARNING	\$1,678.50
131307	9/14/2020	ROCHESTER 100 INC.	\$135.00
131134	8/28/2020	ROSSI, LISA L	\$222.69
131308	9/14/2020	ROWE, MELISSA	\$2,000.00
131135	8/28/2020	RUNCIES CATERING	\$1,201.50
131309	9/14/2020	RUNDLE, JOCELYN H.START	\$72.74
131310	9/14/2020	RUSS'S IGA	\$211.30
131311	9/14/2020	RUTTS HEATING & AIR CONDITIONING INC	\$196.25
131312	9/14/2020	RYSIEW, KATHY	\$188.85
131136	8/28/2020	S & S WORLDWIDE	\$344.94
131313	9/14/2020	SAGE PUBLICATIONS, INC.	\$1,261.00
131137	8/28/2020	SAMS CLUB DIRECT	\$910.17

GENERAL FUND 9-20

131314	9/14/2020	SCHOLASTIC, INC	\$605.00
131315	9/14/2020	SCHOLASTIC, INC -	\$2,272.79
131138	8/28/2020	SCHOOL DATEBOOKS, INC.	\$473.97
131316	9/14/2020	SCHOOL SPECIALTY	\$144.61
131317	9/14/2020	SCHULTZ, AMBER WA	\$110.86
131318	9/14/2020	SCHULTZ, MICHELLE	\$70.24
131319	9/14/2020	SCOTT, CARYN	\$138.00
131320	9/14/2020	SHAR PRODUCTS CO	\$869.00
131321	9/14/2020	SHERWIN-WILLIAMS CO	\$28.79
131322	9/14/2020	SHIRT SHACK- HASTINGS	\$133.75
131323	9/14/2020	SHRIVER, SHARON A.	\$828.00
131139	8/28/2020	SHRIVER, SHARON A.	\$276.00
131324	9/14/2020	SITSPOTS	\$44.07
131140	8/28/2020	SOUTH CENTRAL BEHAVIORIAL SERVICES	\$120.00
131325	9/14/2020	SPECIALIST ID, INC.	\$87.75
131141	8/28/2020	STELLING BRASS & WINDS INC.	\$95.00
131326	9/14/2020	STERLING WEST	\$798.00
131327	9/14/2020	STRAATMANN, STONEY	\$356.00
131142	8/28/2020	STRIPES PARKING LOT SER., LLC	\$10,715.00
131328	9/14/2020	STUNKEL, STACI	\$92.08
131143	8/28/2020	SUBSCRIPTION SERVICES OF AMERICA	\$850.01
131144	8/28/2020	SYNCB/AMAZON	\$33,883.36
131145	8/28/2020	TEACHER INNOVATIONS, INC.	\$337.50
131329	9/14/2020	THE HOME DEPOT PRO	\$6,174.00
131330	9/14/2020	TOOFAST SUPPLY	\$342.81
131146	8/28/2020	TRACTOR SUPPLY CO	\$56.58
131331	9/14/2020	TRINDLE MIKE MS	\$235.40
131147	8/28/2020	TRINDLE MIKE MS	\$62.45
131148	8/28/2020	TROXELL COMMUNICATIONS	\$110.98
131149	8/28/2020	TSA TEAMS	\$300.00
131150	8/28/2020	TUNKS, HEIDI LI	\$213.03
131332	9/14/2020	U.S. POSTAL SERVICE	\$238.00
131333	9/14/2020	UNK- ATTN: KAYLA FIX	\$2,000.00
131151	8/28/2020	US BANK	\$26,454.00
131152	8/28/2020	VAN BOENING, TRICIA	\$14.35
131334	9/14/2020	VAUGHANS-PRINTERS, INC	\$175.00
131153	8/28/2020	VAUGHANS-PRINTERS, INC	\$598.13
131335	9/14/2020	VOCABULARY SPELLING CITY	\$607.50
131336	9/14/2020	VOYAGER SOPRIS LEARNING	\$1,478.40
131337	9/14/2020	W.G. PAULEY LUMBER COMPANY	\$1,893.95
131338	9/14/2020	WAGNER, BAILEY	\$69.00
131154	8/28/2020	WAITE, SHANNON M	\$237.95
131339	9/14/2020	WALBRIDGE, GARTH SH	\$81.46

GENERAL FUND 9-20

131340	9/14/2020	WEST MUSIC COMPANY		\$65.93
131341	9/14/2020	WHITE, APRIL		\$15.94
131155	8/28/2020	WHITE, APRIL		\$50.46
131342	9/14/2020	WISSING, SUZANNE		\$138.00
131343	9/14/2020	WITTE, LYNDESEY		\$1,999.30
ACH	9/14/2020	WOODWARD DISPOSAL		\$3,655.00
131344	9/14/2020	YANDAS MUSIC		\$74.00
131345	9/14/2020	YOST, CHRISTIAN M	HHS	\$19.75
131346	9/14/2020	ZIEMBA ROOFING CO		\$333.00
				\$1,382,275.69

GOOD NEWS

1. Congratulations to Lincoln Elementary on being named the 2019-2020 Read Live School of the year. They will be receiving a trophy and Award Certificate soon, along with a \$2000 voucher to be added to their Read Naturally Account.

NOTICE OF BUDGET HEARING AND BUDGET SUMMARY

HASTINGS PUBLIC SCHOOLS (01-0018) in ADAMS County, Nebraska

PUBLIC NOTICE is hereby given, in compliance with the provisions of State Statute Sections 13-501 to 13-513, that the governing body will meet on the 14th day of September, 2020 at 7:00 o'clock, P.M., at 201 N. Marian Rd., Hastings, Nebraska for the purpose of hearing support, opposition, criticism, suggestions or observations of taxpayers relating to the following proposed budget and to consider amendments relative thereto. The budget detail is available at the office of the Clerk/Secretary during regular business hours.

FUNDS	Actual Disbursements & Transfers	Actual/Estimated Disbursements & Transfers	Budgeted Disbursements & Transfers	Necessary Cash Reserve (4)	Total Available Resources Before Property Taxes (5)	Total Personal and Real Property Tax Requirement (7)
	2018-2019 (1)	2019-2020 (2)	2020-2021 (3)			
General	\$ 41,267,513.00	\$ 43,818,900.00	\$ 45,800,033.00	\$ 2,000,000.00	\$ 33,901,733.00	\$ 14,038,687.00
Depreciation	\$ 40,022.00	\$ 264,311.00	\$ 581,339.00		\$ 581,339.00	
Employee Benefit	\$ 6,978.00	\$ 1,300.00	\$ 217,486.00	\$ -	\$ 217,486.00	
Contingency	\$ -	\$ -	\$ -		\$ -	
Activities	\$ 737,682.00	\$ 660,358.00	\$ 728,954.00	\$ -	\$ 728,954.00	
School Nutrition	\$ 2,094,102.00	\$ 2,003,100.00	\$ 2,371,538.00	\$ -	\$ 2,371,538.00	
Bond	\$ 18,137,377.00	\$ 16,538,708.00	\$ 21,485,000.00	\$ 690,161.00	\$ 19,717,894.00	\$ 2,482,088.00
Special Building	\$ 3,169,975.00	\$ 19,236.00	\$ 6,091,679.00		\$ 6,091,679.00	\$ -
Qualified Capital Purpose Undertaking	\$ 385,124.00	\$ 5,359,740.00	\$ 3,047,817.00	\$ 50,000.00	\$ 2,824,818.00	\$ 275,757.00
Cooperative	\$ 839,998.00	\$ 2,383,000.00	\$ 2,451,457.00	\$ -	\$ 2,451,457.00	
Student Fee	\$ 72,431.00	\$ 60,000.00	\$ 92,678.00	\$ -	\$ 92,678.00	
	\$ -	\$ -	\$ -	\$ -	\$ -	
TOTALS	\$ 66,751,202.00	\$ 71,108,653.00	\$ 82,867,981.00	\$ 2,740,161.00	\$ 68,979,576.00	\$ 16,796,532.00

RESOLUTION

WHEREAS, the Board of Education of Adams County School District No. 01-18 a/k/a Hastings Public Schools is obligated to pay ongoing expenses and increasing expenditures to operate the school district; and

WHEREAS, the Board has determined that it needs to collect more property taxes than it collected in the prior year; and

WHEREAS, on September 9, 2020, the Board published notice in a newspaper of general circulation, and

WHEREAS, said notice was published at least five days prior to the Board's special hearing, and

WHEREAS, said notice included the required items as specific in Neb. Rev. Stat. § 77 1601.02;

NOW, THEREFORE, BE IT RESOLVED by the Board of Education of Adams County School District No. 01-18 a/k/a Hastings Public Schools that the Board has considered and approved the property tax request for the following year, as follows:

The amount of the property tax request is \$16,796,532.00. The total assessed value of property differs from last year's total assessed value by 6 percent;

The tax rate which would levy the same amount of property taxes as last year, when multiplied by the new total assessed value of property, would be \$1.269512 per \$100 of assessed value; The Hastings Public School District proposes to adopt a property tax request that will cause its tax rate to be \$1.342 per \$100 of assessed value; Based on the proposed property tax request and changes in other revenue, the total operating budget of Hastings Public School District will exceed last year's by 3 percent,

The foregoing Resolution having been read in its entirety, Member moved for its passage and adoption. Member seconded same. After discussion and on roll call vote the following members voted in favor of passage and adoption of the above Resolution:

The following members voted against the same;

The following members were absent or not voting:

-
-

The above Resolution having been consented to and approved by the Board of Education of this School District, was declared as passed and adopted by the President at a duly held and

lawfully convened meeting in full compliance with the Nebraska open meetings law,

DATED this
day of September, 14, 2020.

ADAMS COUNTY SCHOOL DISTRICT NO. 01-18 A/K/A HASTINGS PUBLIC SCHOOLS

BY:
President or Other Board Member

ATTEST:

Secretary or Other Board Member

Notice of Special Hearing To Set Final Tax Request

HASTINGS PUBLIC SCHOOLS (01-0018) in ADAMS County, Nebraska

PUBLIC NOTICE is hereby given, in compliance with the provisions of State Statute Section 77-1601.02, that the governing body will meet on the 14th day of September 2020 at 7:00 o'clock P.M., at 201 N. Marian Rd., Hastings, Nebraska for the purpose of hearing support, opposition, criticism, suggestions or observations of taxpayers relating to setting the final tax request.

	2019-2020	2020-2021	Change
Property Valuations	1,185,842,588	1,253,453,974	6%

2019/20 Budget Information

2020/21 Budget Information

Fund	2019-2020 Operating Budget	2019-2020 Property Tax Request	2019 Tax Rate	Property Tax Rate (2019-2020 Request Divided By 2020 Valuation)	2020-2021 Operating Budget	2020-2021 Proposed Property Tax Request	Proposed 2020 Tax Rate	Change in Tax Rate	Change in Operating Budget
General Fund	44,520,819.00	13,281,437.00	1.120000	1.059587	45,800,033.00	14,038,687.00	1.120000	0%	3%
Bond Fund(s) K - 12	19,523,000.00	2,371,686.00	0.200000	0.189212	21,485,000.00	2,482,088.00	0.200000	0%	10%
Qualified Capital Purpose Undertaking Fund K - 12	8,977,056.00	260,885.00	0.022000	0.020813	3,047,817.00	275,757.00	0.022000	0%	-66%
Total	73,020,875.00	15,914,008.00	1.342000	1.269612	70,332,850.00	16,796,532.00	1.342000	0%	-4%

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

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

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

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

B. Response to a Formal Complaint:

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

5. Supportive Measures and Disciplinary Actions:

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

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

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

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

C. Appeals

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

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

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

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

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

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

D. Informal Resolution

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

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

E. Record Keeping

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

Legal Reference: Title IX

Date of Adoption: [Insert Date]

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

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

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

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

B. Response to a Formal Complaint:

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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- b. The parties' voluntary written consent to the informal resolution process; and
- c. That the allegations of the formal complaint do not involve any allegations that an employee sexually harassed a student.

E. Record Keeping

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

Legal Reference: Title IX

Date of Adoption: [Insert Date]

QUOTATION

**Lightspeed Technologies, Inc.**

11509 SW Herman Road

Tualatin OR 97062

1-800-732-8999

www.lightspeed-tek.com

Fax: 503-684-3197

Quote # Q-16454

Date: 8/27/2020

Expires: 10/26/2020

Payment Terms: Net 30

Shipping Method: UPS Ground

Territory Manager: Cathy Bross

BILL TO:

ACCOUNTS PAYABLE

HASTINGS PUBLIC SCHOOLS 18

1924 W A ST

HASTINGS, NE 68901-5650

UNITED STATES

SHIP TO:

HASTINGS PUBLIC SCHOOLS 18

1924 W A ST

HASTINGS, NE 68901-5650

UNITED STATES

ITEM	DESCRIPTION	QTY	UNIT PRICE	AMOUNT
RCA-FF	REDCAT ACCESS WITH FLEXMIKE (X2)	21	\$1,341.00	\$28,161.00
SUBTOTAL:				\$28,161.00
SALES TAX:				\$0.00
SHIPPING & HANDLING:				\$211.00
TOTAL DUE:				\$28,372.00

Above discount pricing is based on a minimum of systems ordered per purchase order.

Lightspeed classroom audio systems have a 5-year limited warranty on the major components.

The lapel & earset mics, cables and NIMH batteries have a 1-year limited warranty.

Lithium ion batteries have a 2-year limited warranty.

Thank you for choosing Lightspeed Technologies!

PERSONNEL

Certificated Staff Appointment(s) – Laura Zabloudil

The administration recommends the following certificated staff appointment(s):

Laura Zabloudil to new Grade 05 (E-Learning) Teacher position at Lincoln due to student needs. This is a one-year assignment only. Ms Zabloudil will be placed at MA45-15+ according to the 2020-21 certificated salary schedule. Information about Ms. Zabloudil is attached.

Extra Standard Staff Appointment(s) – Alison Aldrich, McKenzie Bertrand, Karen Callahan, Matthew Geiger, Brenda (Quinones) McKenzie, Angela Runyan, Ashley Speak, Megan Steinhauer, Michael Trindle

The administration recommends the following extra standard staff appointment(s):

Allison Aldrich to Head Boys Golf to replace Alexander Steele who resigned. Ms. Aldrich will be paid the Head Golf stipend of \$2,432.50 at Category II, Level 1 according to the 2020-21 extra standard salary schedule.

McKenzie Bertrand to Learning Team Liaison (Grade 05) to replace Stephanie Strong who resigned/transferred to another grade level. Ms. Bertrand will be paid the Learning Team Liaison stipend of \$868.75 according to the 2020-21 extra standard salary schedule.

Karen Callahan to Hawthorne Student Council (1/2 split) to replace Ronda Loetterle who resigned/transferred to another building. Ms. Callahan will be paid the Student Council (1/2 split) stipend of \$521.25 at Category A, Level 1 according to the extra standard salary schedule.

Matthew Geiger to Learning Team Liaison (SH Science) to replace Augusta Beahm who resigned. Mr. Geiger will be paid the Learning Team Liaison stipend of \$868.75 according to the 2020-21 extra standard salary schedule.

Brenda (Quinones) McKenzie to new Learning Team Liaison (E-Learning) position. Ms. McKenzie will be paid the Learning Team Liaison stipend of \$868.75 according to the 2020-21 extra standard salary schedule.

Angela Runyan to Hawthorne Student Council (1/2 split) to replace Ronda Loetterle who resigned/transferred to another building. Ms. Runyan will be paid the Student Council (1/2 split) stipend of \$521.25 at Category A, Level 1 according to the extra standard salary schedule.

Ashley Speak to Assistant Girls Soccer at Senior High to replace Courtney McCarty who resigned. Ms. Speak will be paid the Assistant Soccer stipend of \$2,432.50 at Category II, Level 1 according to the 2020-21 extra standard salary schedule.

Megan Steinhauer to National Honor Society sponsor at Senior High to replace Robert Kerr who retired. Ms. Steinhauer will be paid the National Honor Society stipend of \$1,042.50 at Category A, Level 1 according to the 2020-21 extra standard salary schedule.

Michael Trindle to Learning Team Liaison (STS) to replace Jonathan Lindblad who resigned/transferred to another teaching assignment. Mr. Trindle will be paid the Learning Team Liaison stipend of \$868.75 according to the 2020-21 extra standard salary schedule.

Classified Staff Termination(s) – Andrea Ishii, Nicholas Mann

The administration recommends the following classified staff appointment(s):

Andrea Ishii resigned from Preschool Paraeducator position at Hawthorne effective August 9, 2020.

Nicholas Mann released from Evening Custodian position at Senior High effective August 18, 2020.

Classified Staff Transfer(s) – Charles Benson, Danylle Danburg, Amy Henry, Dawn Love, Nicholas Mann

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

Charles Benson from Evening Custodian at Senior High to Evening Custodian at Alcott to replace Nicholas Mann who transferred to another assignment. Effective August 10, 2020. Mr. Benson's wage will remain the same according to the 2020-21 classified salary schedule.

Danylle Danburg, Paraeducator at Longfellow to a Skills Paraeducator wage due to added essential duties for 1-to-1 student needs, effective September 10, 2020. Ms. Danburg's wage will be adjusted for the new assigned duties according to the 2020-21 classified salary schedule.

Amy Henry from Special Education Paraeducator at Watson to Special Education Skills 1/BD Paraeducator at Watson due to student needs, effective August 12, 2020. Ms. Henry's wage will be adjusted for the new assignment according to the 2020-21 classified salary schedule.

Dawn Love from EL Paraeducator at Middle School to Special Education Skills 3 Paraeducator at Middle School to replace Diane Keenan who retired. Effective August 10, 2020. Ms. Love's wage will be adjusted for the new assignment according to the 2020-21 classified salary schedule.

Nicholas Mann from Evening Custodian at Alcott to Evening Custodian at Senior High to replace Charles Benson who transferred to another assignment. Effective August 10, 2020. Mr. Mann's wage will remain the same according to the 2020-21 classified salary schedule.

Classified Staff Appointment(s) – Trevor Cox, Gail Crosser, Floreign Enderina, Taylor Hinrichs, Carol Sidders, Derek Vargas

The administration recommends the following classified staff appointment(s):

Trevor Cox to Evening Custodian position at Senior High to replace Brad Duhachek who transferred to another position. Mr. Cox will be paid the starting wage for Night Custodian, with adjustment for education and experience, according to the 2020-21 classified salary schedule. Information about Mr. Cox is attached.

Gail Crosser to Special Education Paraeducator position at Middle School to replace Haley Schake who resigned. Ms. Crosser will be paid the starting wage for Paraeducator with adjustment for education and experience, according to the 2020-21 classified salary schedule. Information about Ms. Crosser is attached.

Floreign Enderina to EL Paraeducator position at Middle School to replace Dawn Love who transferred to another position. Ms. Enderina will be paid the starting wage for Paraeducator, with adjustment for education and experience, according to the 2020-21 classified salary schedule. Information about Ms. Enderina is attached.

Taylor Hinrichs to 0.60 FTE Library Paraeducator position at Hawthorne to replace Denise Howie who resigned. Ms. Hinrichs will be paid the starting wage for Paraeducator, with adjustment for education and experience, according to the 2020-21 classified salary schedule. Information about Ms. Hinrichs is attached.

Carol Sidders to Preschool Paraeducator position at Hawthorne to replace Andrea Ishii who resigned. Ms. Sidders will be paid the starting wage for Paraeducator, with adjustment for education and experience, according to the 2020-21 classified salary schedule. Information about Ms. Sidders is attached.

Derek Vargas to new Intervention Technician position (funded by AWARE Grant) at Senior High. Mr. Vargas will be paid the starting wage for Intervention Technician, with adjustment for education and experience, according to the AWARE grant and 2020-21 classified salary schedule. Information about Mr. Vargas is attached.

Gifts**Amount**

1. Thank you to the McDonalds Corporation for their donation to Hastings Public Schools from their Fries for School Supplies event \$ 538.00
 2. Thank you to Bill and Amy Hermes on their donation of a tree and plants to Longfellow Elementary \$ 500.00
- \$1038.00