



## **Work Session**

Thursday, March 4, 2021 @ 6:00 PM Central  
Middle School, 201 North Marian Road, Hastings, NE 68901

1. Roll Call -
2. Announcement - Jim Boeve -
3. Welcome to HEA reps and guests - Jim Boeve -
4. Review Board Norms/Goal - Jim Boeve -
5. Information on "Spotlight on Learning" - Jeff Schneider -
6. Legislative Update - Jeff Schneider -
7. School Improvement Update - Lawrence Tunks -
8. Classified Staff Pay Increases - David Essink -
9. Classified Salary Schedule/Appendix A proposal - David Essink -
10. Approve second reading of revised Policy 403.04 - Professional Boundaries Between Employees and Students - Jeff Schneider -
11. Approve Option Limits for 2021-2022 - Jeff Schneider -

12. Approve ChromeBooks Bid for 2021-22 school year - Trent Kelly -

13. Approve Morton Change Order #1 - Trent Kelly -

14. Approve Wireless Network bid - Trent Kelly -

15. First review of Lunch Prices, Ticket Prices and Student Fees for 2021-2022 school year - David Essink -

16. Approve OT/PT Bid - Kandace Garwood -

17. Approve Tentative 2021 Graduate List - Lawrence Tunks -

18. \*Consent Agenda - David Essink -

19. Reminders - Jim Boeve -

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

21. Executive Session - Jim Boeve -

22. The Board of Education returned to Open Session at 7:53 p.m. - Jim Boeve -

23. Adjournment - Jim Boeve -

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

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

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

Students, staff, families and community will collaborate to maximize readiness for our student's college/career and citizenship. We will increase the rigor and relevance of each student's learning experience while meeting their academic and well-being needs.

# Hastings Public Schools

## Board of Education Norms

We will work to achieve consensus while valuing differences of opinion both within our Board and when considering the input of others.

We will conduct meetings and business in a manner that is fair and professional.

We will strive to ensure our decisions are congruent with the mission, vision, and strategic plan for the District.

Each member will be committed to the School Board process by attending meetings, being on time, coming prepared, adhering to the agenda (the President of the Board may adjust the order of the agenda to allow the fullest participation of the available members of the Board upon the request of a Board Member), *referencing Robert's Rules of Order*, and participating to their full potential.

We will gather the necessary data; seek expertise from within and outside of our District; and attempt to hear from any parent, student, or other community member in order to make wise decisions that reflect all stakeholders.

We will regularly and intentionally communicate with one another, the administration, faculty, staff, students, community, and the press to ensure information is shared openly and in a relevant, timely and appropriate manner.

We will also maintain confidentiality when necessary.

We will serve as advocates for K-12 public education within our community, as well as within the state of Nebraska.

We will recognize that, as community leaders, we will adhere to the character standards that are the core of our school: respect, responsibility, compassion, and honesty.

***Our collective and fundamental purpose is to assure all students acquire the knowledge, skills, and behaviors essential to be successful individuals and responsible citizens.***

Nebraska Rule 10 (how might the new accreditation/accountability might impact)

- All public school districts in Nebraska that provide elementary and/or secondary instruction of compulsory attendance age are required to be accredited by statute.
- In Nebraska, districts can be accredited through the Nebraska Framework or through a recognized non-governmental membership organization
  - Cognia (formerly AdvanceED)

Requirements

- Cognia meets and exceeds Rule 10 requirements for accreditation
  - Internationally recognized
  - With a focus on continuous improvement
    - They have developed standards based on the research of highly effective schools/systems
    - Emphasis on Leadership, Student and Adult Learning, & Resource Management

Cognia provides a variety of resources to support continuous improvement

Professional development, online tools and resources, professional support

- Part of the accreditation process involves collecting and organizing evidence for review by an external team (like an audit)
  - Review is April 19-22 but we will submit our evidence in 3 weeks for their review
  - Once the review is completed, they will provide feedback that we will share with the Board, staff, & community
  - Feedback will provide direction for district and school improvement
  - Looking forward to this opportunity for us to get better



HASTINGS  
PUBLIC SCHOOLS

Assuring the essential. Expanding the possible.

**HUMAN RESOURCES OFFICE**

**To:** HPS Board of Education  
**From:** David Essink, Director of Human Resources  
**Date:** 3/4/2021  
**Re:** Classified wage increase

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Proposal for Classified Staff for the 2021-2022 school year

- 3.41% Increase or \$1/hr, whichever is higher
- Keep insurance plans the same
- Make adjustments to Appendix A to help recruit and retain employees
- Increase expenditures from \$5,480,875 (20-21) to  
\$5,850,011 (21-22)  
(Based on current employee list)

**APPENDIX A**  
**Salary Range for Classified Staff**  
**Revised 06-08-2020**

<u>Work Classification</u>	<u>Entry Level</u> <u>Salary Range</u>
Master Plumber/HVAC	\$17.50 - \$22.00
Registered Nurse	\$17.50 - \$22.00
Master Electrician	\$17.50 - \$22.00
Accompanist	\$17.50 - \$21.00
Master Mechanic	\$15.75 - \$19.50
Licensed Practical Nurse	\$15.00 - \$17.50
Master Carpenter	\$14.75 - \$18.00
Technology Assistant (Classified)	\$14.50 - \$18.00
Intepreter/Translator	\$14.25 - \$17.50
Bus Driver	\$13.00 - \$15.00
Mechanic	\$12.00 - \$14.00
Secretary Level IV	\$12.00 - \$13.00
Director Secretary	
Payroll Secretary	
Federal Programs Secretary	
Central Office Secretary	
Grounds and Maintenance II	\$11.50 - \$12.00
Groundskeeper	
Nurse Assistant (CMA)	\$11.00 - \$12.50
Life Skills/Behavior Disorder Paraeducator	\$11.00 - \$11.50
Custodian V	\$11.00 - \$11.50
Senior High Head Day Custodian	
Custodian IV	\$10.50 - \$11.00
Middle School Head Day Custodian	
In-School Suspension Supervisor	\$10.50 - \$11.00
Secretary Level III	\$10.50 - \$11.00
Senior High Head Secretary	
Custodian Level III	\$10.50 - \$11.00
Senior High Head Night Custodian	
Custodian Level II	\$10.25 - \$10.75
Elementary Head Custodian	
Middle School Head Night Custodian	
Secretary Level II	\$10.00 - \$10.50
Middle School Head Secretary	
Middle School Head Night Custodian	
Custodian Level I	\$9.75 - \$10.25
Day Custodian	
Night Custodian	
Grounds and Maintenance Level I	\$9.75 - \$10.25
General Maintenance	
Grounds Worker	
Supply Clerk	
Secretary Level I	\$9.75 - \$10.25
Middle School Secretary	
Senior High Secretary	
Elementary Secretary	
Receptionist	
Bus Monitor	\$ 9.50 - \$10.00
Paraeducator	\$ 9.50 - \$10.00
Classroom Paraeducator	
Clerical Paraeducator	
Media Paraeducator	
Technology Paraeducator	

Summer Help

\$ 9.00 - \$9.50

Periodic salary increases, approved by the Board of Education, will be applied to each individual's assigned hourly wage.

Trained personnel in asbestos removal will be paid \$3.00 per hour in addition to their regular wage during mask-time removal.

### **Classified Employees with Salaried Positions**

Salaries for the following work classifications are determined each year based upon the percentage increase provided to all classified employees:

- Custodial Supervisor
- District Accountant
- Executive Secretary to the Superintendent
- Food Service Supervisor (District)
- Foundation Executive Director
- Learned Professional
- Maintenance Supervisor
- School/Community Liaison
- Technology/Data Coordinator
- Technology Facilitator
- Transportation Coordinator

**APPENDIX A**  
**Salary Range for Classified Staff**  
**Proposed 04-12-2021**

<u>Work Classification</u>	<u>Entry Level</u> <u>Salary Range</u>
Master Plumber/HVAC	\$18.50 - \$23.50
Master Electrician	\$18.50 - \$23.50
Accompanist	\$18.50 - \$22.50
Master Mechanic	\$16.75 - \$21.00
Licensed Practical Nurse	\$18.00 - \$21.00
Master Carpenter	\$15.75 - \$19.50
Technology Assistant (Classified)	\$15.50 - \$19.50
Intepreter/Translator	\$17.00
Bus Driver	\$14.00 - \$16.50
Mechanic	\$13.00 - \$15.50
Administrative Asst Level II	\$14.00 - \$15.50
Director Admin Asst	
Payroll Admin Asst	
Federal Programs Admin Asst	
Central Office Admin Asst	
Senior High Head Admin Asst	
Grounds and Maintenance Level II	\$13.50 - \$14.50
Groundskeeper	
<b>Custodian V</b>	<b>\$13.00 - \$14.00</b>
<b>Senior High Head Day Custodian</b>	
<b>Administrative Asst Level I</b>	<b>\$12.50 - 13.50</b>
<b>Middle School Admin Asst</b>	
<b>Senior High Admin Asst</b>	
<b>Elementary Admin Asst</b>	
Nurse Assistant (CMA)	\$13.00 - \$14.00
Life Skills/Behavior Disorder Paraeducator	\$12.00 - \$13.00
Custodian IV	\$11.50 - \$12.50
Middle School Head Day Custodian	
In-School Suspension Supervisor	\$11.50 - \$12.50
Custodian Level III	\$11.50 - \$12.50
Senior High Head Night Custodian	
Custodian Level II	\$11.25 - \$12.25
Elementary Head Custodian	
Middle School Head Night Custodian	
Custodian Level I	\$10.75 - \$11.75
Day Custodian	
Night Custodian	
Grounds and Maintenance Level I	\$10.75 - \$11.75
General Maintenance	
Grounds Worker	
Supply Clerk	
Bus Monitor	\$ 10.50 - \$11.50
Paraeducator	\$ 10.50 - \$11.50
Classroom Paraeducator	
Clerical Paraeducator	
Media Paraeducator	
Technology Paraeducator	
Summer Help	\$ 10.00 - \$11.00

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Custodial Supervisor  
District Accountant  
Executive Administrative Asst to the Superintendent  
Food Service Supervisor (District)  
Foundation Executive Director  
Learned Professional  
Maintenance Supervisor  
Registered Nurse  
School/Community Liaison  
Technology/Data Coordinator  
Technology Facilitator  
Transportation Coordinator

Proposed

2021-2022 RN Salary Schedule  
Based on the Teacher Salary Schedule

<u>Level</u>	RN	RN (BSN)
1 <sup>st</sup> yr	35,600	37,202
2-3 yrs	37,202	38,804
4-5 yrs	38,804	40,406
6-7 yrs	40,406	42,008
8-9 yrs	42,008	43,610
10-11 yrs	43,610	45,212
12-13 yrs	45,212	46,814
14-15 yrs	46,814	48,416

\*\*A new RN would be placed at the appropriate Level based on education and experience. If a 1<sup>st</sup> year RN, the nurse would move to the next Level in Year 2. Movement for other years would take place after two years at the same position. There would still be yearly raises that would follow the teacher salary schedule.

## **PROFESSIONAL BOUNDARIES BETWEEN EMPLOYEES AND STUDENTS**

All employees of the Hastings Public Schools are expected to observe and maintain professional boundaries between themselves and students. A violation of professional boundaries will be regarded as a form of misconduct and may result in disciplinary action.

The following non-exclusive list of actions will be regarded as violations of the professional boundaries that employees are expected to maintain with a student:

- Using electronic media or other avenues of communication (e.g., e-mail, text messaging, instant messaging, social networking sites, telephone, etc.), to discuss with a student a matter that does not pertain to school-related activities such as the student's homework, class activity, school sport or club, or other school-sponsored activity.
- Posting material on networks, publicly available to those in the school community, that do not reflect the professional image applicable to the employee's position and that impairs the employee's capacity to maintain the respect of students and parents or impairs the employee's ability to serve as a role model for children.
- Engaging in conduct of an inappropriate, romantic, or sexual nature with a student.
- Purposefully invading a student's physical privacy (e.g., walking in on the student in a restroom) without appropriate justification.
- Hugging or other physical contact with a student initiated by the employee when the student does not seek or want this attention.
- Allowing a specific student to get away with conduct that is not tolerated from other students, except as provided for that student by a 504 Plan or IEP.
- Discussing with a student the employee's problems that would normally be discussed with adults (e.g., marital problems).
- Giving a student a ride in the employee's personal vehicle without the express permission of the student's parent or a school administrator (unless another adult is in the vehicle).
- Taking a student on an outing without obtaining the prior express permission of the student's parent or a school administrator.

- Inviting a student to the employee's home without the prior express permission of the student's parent and a school administrator.
- Going to the student's home when the student's parent or a proper chaperone is not present.
- Giving gifts of a personal nature to a specific student.

Appropriate exceptions are permitted to the foregoing for legitimate health or educational purposes and for reasons of family relationships between employees and their children who are students in the District.

An administrator, who recommends the nonrenewal, termination, or cancellation of a contract with a certificated staff member when such recommendation is based primarily on a violation or violations of this policy, shall make a report of certificated staff members conduct to the Commissioner of Education.

Cross Reference: Policy 402.07  
Policy 402.14  
Policy 403.03

Approved 10/15/12      Reviewed 4/15/19; 5/20/19 Revised 5/20/19

HASTINGS PUBLIC SCHOOLS

## **PROFESSIONAL BOUNDARIES BETWEEN EMPLOYEES AND STUDENTS**

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The following non-exclusive list of actions will be regarded as violations of the professional boundaries that employees are expected to maintain with a student:

- Using e-mail, text messaging, instant messaging or social networking sites to discuss with a student a matter that does not pertain to school-related activities, such as the student's homework, class activity, school sport or club, or other school-sponsored activity. Electronic communications with students are to be sent simultaneously to multiple recipients, not to just one student, except where the communication is clearly school-related and inappropriate for persons other than the individual student to receive (for example, e-mailing a message about a student's grades).
- Engaging in social-networking friendships with a student on social networking sites. Material that employees post on social networks that is publicly available to those in the school community must reflect the professional image applicable to the employee's position and not impair the employee's capacity to maintain the respect of students and parents or impair the employee's ability to serve as a role model for children. Employees shall not friend or follow students on any social networking site.
- Engaging in sexual activity, a romantic relationship, or dating a student or a former student within one year of the student graduating or otherwise leaving the District.
- Making any sexual advance - verbal, written, or physical - towards a student.
- Showing sexually inappropriate materials or objects to a student.
- Discussing with a student sexual topics that are not related to a specific curriculum.
- Telling sexual jokes to a student.
- Invading a student's physical privacy (e.g., walking in on the student in a restroom).

- Hugging or other physical contact with a student that is initiated by the employee when the student does not seek or want this attention.
- Being overly "touchy" with a specific student.
- Allowing a specific student to get away with misconduct that is not tolerated from other students, except as appropriate for students with an IEP or 504 Plan.
- Discussing with the student the employee's problems that would normally be discussed with adults (e.g., marital problems).
- Giving a student a ride in the employee's personal vehicle without express permission of the student's parent or school administrator unless another adult is in the vehicle.
- Taking a student on an outing without obtaining prior express permission of the student's parent or school administrator.
- Inviting a student to the employee's home without prior express permission of the student's parent and school administrator.
- Going to the student's home when the student's parent or a proper chaperone is not present.
- Giving gifts of a personal nature to a specific student.
- Discussing alcohol, tobacco or other illicit drugs in a non-instructional setting, such as describing a party that the employee attended.
- Discussing another student's or employee's personal matters when it is not appropriate outside of the instructional setting.
- "Grooming," which includes building trust with a student and individuals close to the student in an effort to gain access to and time alone with the student, with the ultimate goal of engaging in sexual contact or sexual penetration with the student, regardless of when in the student's life the sexual contact or sexual penetration would take place.

Appropriate exceptions are permitted to the foregoing for legitimate health or educational purposes and for reasons of family relationships between employees and their children who are students in the District.

An administrator, who recommends the nonrenewal, termination, or cancellation of a contract with a certificated staff member when such recommendation is based primarily on a violation or violations of this policy, shall make a report of certificated staff members conduct to the Commissioner of Education.

Cross Reference: Policy 402.07  
Policy 402.14  
Policy 403.03

Approved 10/15/12 Reviewed 4/15/19; 5/20/19, 03/08/21 Revised 5/20/19, 03/08/21

HASTINGS PUBLIC SCHOOLS

## ENROLLMENT OPTION: MAXIMUM STUDENT ENROLLMENT LIMITATIONS

### REGULAR EDUCATION PROGRAMMING

According to Policy 503.03, the most recent applicable policy pertaining to option enrollment, the Board of Education at the March meeting will determine the maximum number of option students the Hastings School District No. 18 may receive in any program, class, grade level, or school building.

The following resident student maximums are recommended for the 2021-2022 school year. However, as reasonable, the District may accept option students above these limitations if additional sections are added to accommodate the growth of resident student enrollment.

<u>Grade Level</u>	<u>Maximum Total Per Grade Level</u>	<u>Projected 2021-2022 Enrollment</u>
K	299	280
1	299	255
2	299	261
3	299	232
4	299	234
5	299	266
6	299	274
7	299	239
8	299	256
9	299	209
10	299	289
11	299	269
12	299	252

### SPECIAL SERVICES PROGRAMMING

To meet the diverse needs of resident students, the District operates a number of programs collectively called "student services." This programming includes, but is not limited to, services for students with disabilities, high-ability learners, and students learning English through the English Language Learners Program (EL). Because all such programming is in addition to programming provided all students, all student services must be limited to the specific staff, facilities, and equipment of the District made necessary by resident students. Given this, each student that applies as an option student requiring and/or qualified for special services programming will be allowed to enroll as an option student only when the services to be provided may be delivered within the existing capacity (staff, facilities, financial resources, and equipment) of the District to serve resident students. Parents and/or guardians with students requiring and/or qualifying for special services programming and seeking to use option enrollment to place a student in the Hastings Public Schools must supply appropriate District personnel with any and all relevant information, as requested, to determine the needs of the student and to determine whether those needs may be served within the existing capacity of the District. **As provided in Rule 503.03, "The District will not accept students for whom a contracted, out-of-district program is required." "Contracted, out-of-district" programming includes contracted services. In addition, as provided in Rule 503.03, "Parents or legal guardians of option students are responsible for transportation to and from school."**

**Computer Hardware, Inc.**

1001 W. 2nd St  
Hastings, NE 68901

**QUOTE**

H31090

02/19/21

PAGE: 001

<b>SALESPERSON</b> CRISTIAN A PEREZ	<b>PURCHASE ORDER#</b>	<b>REFERENCE#</b>	<b>SHIPPER:</b>
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<b>BILLED TO:</b> HASTINGS PUBLIC SCHOOL 1924 WEST A ST HASTINGS, NE 68901	<b>SHIPPED TO:</b> HASTINGS PUBLIC SCHOOL 1924 WEST A ST HASTINGS, NE 68901
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ITEM NUMBER	ITEM DESCRIPTION	QTY	PRICE	EXTENDED PRICE
001	PART #: 81MA0022US LENOVO 100E N4020	650	\$220.49	\$143,318.50

Quote Good Up Through: 03/05/21

<b>SUBTOTAL:</b>	\$143,318.50
<b>SHIPPING:</b>	\$0.00
<b>HANDLING:</b>	\$0.00
<b>OTHER CHRAGES:</b>	\$0.00
<b>TAX:</b>	\$0.00
<b>TOTAL:</b>	<u><u>\$143,318.50</u></u>

## Quote for Chromebooks

### Prepared For

**Hastings Public Schools**  
Trent Kelly  
1924 West A Street  
Hastings, NE 68901



This quote has not been approved.  
Please review and sign below.

**Quote #: 000547v2**

### Prepared By

**Allen Harpham**  
President  
Direct: (402)462-4619  
aharpham@flatwatertech.com



*Allen Harpham*

## 1. Your Proposal

Download and review your PDF document here:



## Your Active Quotes:

000547 Quote for Chromebooks

## 2. Review Your Options

### Your Available Options

#### Option #1 Optional

Qty	Description	Price	Ext. Price
These are not in stock but should be available in July 2021.			
650	100E GEN2 CHROMEBOOK, INTEL N4020, 11.6 HD DISPLAY, CHROME OS, 4 GB MEMORY, 32GB	\$231.50	\$150,475.00
<b>Subtotal</b>			<b>\$0.00</b>

#### Option #2 Optional

Quote Summary		One-Time
<input type="checkbox"/>	Option #1 Subtotal	\$150,475.00
<input type="checkbox"/>	Option #2 Subtotal	\$188,500.00
Subtotal		
<b>Total Amount</b>		<b>\$0.00</b>

Update Options

## Comments or questions?

If you have any comments or questions about this quote, please feel free to enter it here. Your comment will be logged and emailed to aharpham@flatwatertech.com.

Submit Question / Comment

## 3. Approval

Taxes, shipping, handling and other fees may apply. We reserve the right to cancel orders arising from pricing or other errors.

I accept the above conditions

### E-Signature

Your Initials:

Your Email Address:

Purchase Order Number:

Sign Here:

X

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Clear Signature

Please fill out the required fields above and check 'I accept the above conditions'

Accept Order



Carmichael Construction L.L.C.  
 1012 West 18<sup>th</sup> Street  
 P.O. Box 64  
 Hastings, Nebraska 68902-0064  
 Phone: (402) 463-1353 • Fax (402) 463-4057

# CHANGE ORDER

TO: CMBA- MATT BENNETT

Phone	Date 2-1-21
Job Name/Location MORTON SCHOOL	
Job Number	Job Phone
Existing Contract No.	Date of Existing Contract

**Change order per PR 1 – DOORS & HARDWARE**

- Johnson Hardware ADD \$ 4,208.00
- Install Frames, doors & hardware ADD \$1,600.00
- Kucera Painting ADD \$275.00
- Furnish and install wood casing ADD \$1,612.00

Total with Profit, overhead and bond ADD \$8,982.00

- Note: Only the items listed above are included in this change order

Note: This Change Order becomes part of and in conformance with the existing contract.

DATE 2/1/21		
AUTHORIZED SIGNATURE (CONTRACTOR) Brad Hamburger	CHANGE ORDER	\$8,982.00

**ACCEPTED**-The above prices and specifications of this Change Order are satisfactory and are hereby accepted. All work to be performed under same terms and conditions as specified in original contract unless otherwise stipulated.

Date of acceptance \_\_\_\_\_

Signature: \_\_\_\_\_  
(OWNER)

<b>Bids For Wireless / Hastings Public Schools</b>			
<b>Bidder</b>	<b>Price</b>	<b>Point Scale</b>	<b>Product</b>
Converge ONE	\$170,926.27	2	Mist/Juniper
Computer Hardware	\$175,404.00	2	DLINK
RiverSide Technology	\$137,713.58	3.5	Meraki/Cisco
Prime Technology	\$136,911.31	3.5	Aruba
PineCove Consulting	\$136,147.45	5	Ruckus
<b>NetGear and NetDiverse (disqualified for not attending pre-bid)</b>			

**Hastings Public Schools  
Proposed Breakfast/Lunch Prices  
2021-2022**

	Paid	Reduced	Free
<b>Lunch Prices</b>			
K-5 Lunch	<b>\$2.80</b>	\$0.40	\$0.00
6-12 Lunch	<b>\$3.05</b>	\$0.40	\$0.00
Extra Lunch Entrée	\$1.70	\$1.70	\$1.70
Chef Prepared Entrée (MS/HS only)	\$2.25	\$2.25	\$2.25
Extra Branded Pizza (EL) Extra Specialty Pizza (MS/HS only)	\$1.90	\$1.90	\$1.90
Extra Milk	<b>\$0.50</b>	<b>\$0.50</b>	<b>\$0.50</b>
<b>Breakfast Prices</b>			
K-5 Student	<b>\$1.70</b>	\$0.30	\$0.00
K-5 Student—Lincoln Elementary ONLY	FREE	FREE	FREE
6-8 Student	<b>\$1.95</b>	\$0.30	\$0.00
9-12 Student	<b>\$1.95</b>	\$0.30	\$0.00

## High School Fees 2021-2022

Art classes--\$15.00  
Personal Finance--\$15.00  
Food Science--\$15.00  
Nutrition--\$15.00  
Intro. T Design--\$15.00  
Textile Construction--\$15.00  
Intro. To Engineering--\$10.00  
Engineering Concepts--\$10.00  
Engineering Applications--\$10.00  
Architectural Drafting and Design--\$10.00  
Introduction to Manufacturing/Welding--\$30.00  
Advanced Manufacturing I--\$30.00  
Advanced Welding--\$30.00 plus cost for individual projects  
Advanced Manufacturing II--\$30.00  
Basic Cabinetry--\$15.00  
Advanced Furniture--\$30.00 deposit that goes towards project  
Construction Technology \$35.00  
Computer Usage Fee \$35.00

## High School Activities 2021-2022

Activity Participation Fee--\$35.00  
Punch ticket--\$40.00  
All access--\$70.00  
Varsity admission—Adults/\$6.00 Students/\$4.00 (HPS students are free)  
JV admission—Adults/\$5.00 Students/\$3.00 (HPS students are free)

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## Middle School Fees 2021-2022

Activity Participation Fee--\$35.00  
8<sup>th</sup> Grade Computer Usage Fee--\$35.00  
8<sup>th</sup> Grade Skills & Technical Science (STS) class--\$20.00  
8<sup>th</sup> Grade Construction class--\$25.00  
8<sup>th</sup> Grade Manufacturing class--\$40.00  
Select Vocal Music Groups—Varies  
Family and Consumer Science--\$15.00 Lab Fee  
Family and Consumer Science--\$10.00-\$25.00 Depends on Project  
Instrumental Rental--\$75.00

## Middle School Activities 2020-2021

All Access Pass--\$15.00  
Admission—Adults/\$4 Students/\$3

Proposal for Physical and Occupational Therapy Services for 2021-2024

Company	PT	PTA	OT	OTA	Travel Time	Mileage
Mary Lanning	\$64/HR	\$38/HR	\$64/HR	\$38/HR	Hourly rate?	State Rate
PTSR	NDE -\$5 (62)	\$55/HR	X	X	\$48/HR	State Rate
Central NE Rehab	X	X	NDE rate - \$2/hr (65)	NDE rate -\$8 (59)	\$50/hr	State Rate
Hastings Physical Therapy	<b>Declined</b>					
Current Estimated FTE		1	0.25	2	0.2	

**School Year 2020-21  
July 1, 2020-June 30, 2021**

Service	Code	Rate/hour
Speech Therapy	4001	58.00
Resource Teacher	4002	58.00
Low Vision Assessment	1001	82.00
Psychological Services	1002	82.00
Instruction Early Childhood	3000	58.00
Homebound-Hospital Bound	4003	58.00
Audiology	1003	58.00
Physical Therapy	4005	67.00
Occupational Therapy	4006	67.00
Diagnostic Services (Physician Clinic Staffing)	1004	122.00
Counselor - Mental Health	4071	58.00
Program Supervision	0001	58.00
Mileage	6001	.575
Technology Inservice **	7001	36.00
School District Inservice **	7002	190.00
Student Record System SRS **	7003	107.00
Para Professional	8001	16.00
School Nurse (RN)	9001	52.00
School Health Services (LPN)	9009	24.00
Ward/Non-Ward	9050	*

Reimbursable Hourly Rate Limitations from the Nebraska Department of Education

LAST	NAME	
ADAME NIEVES	JASMIN	
ALDABA MORALES	ABIGAIL	
ALFREDSON	SAVANNAH	
ANDERSON	BENJAMIN	
ANDERSON	DARIAN	
ANGULO BARRAZA	JOSE	
ARDIANA	JESSINIA	
AREVALO	JESUS	
AULD	SUMMER	DEC. GRAD
AYALA ESQUEDA	EVELYN	
BALLHEIM	SHARESE	
BALLOU	GRACE	
BANEGAS CARCAMO	KAREN	
BARKER	JODIE	
BARRY	LAINY	
BARTA	ANNA	
BAUMAN	TYLER	
BAUTISTA	ALEJANDRA	
BAXTER	SHYANNE	
BEAHM	COOPER	
BEAVE	COURTNEY	
BENWAY	KYLE	
BISHOP	ASHTON	
BITNER	ANGEL	DEC. GRAD
BORREGO SAMANIEGO	MELISSA	
BORRELL	RILEIGH	
BRAILITA	DIANA	
BRAMMAN	EMILY	DEC. GRAD
BRANDT	NATALIE	
BRANDT	ANDREW	
BRANT	CALAN	
BRIONES	BRIANA	
BROWN	BRECKYN	
BROWN	AYDEN	
BROWN	QUINCEY	
BULLER	RAEANN	DEC. GRAD
BUNCH	MORGAN	
BURBACH	CORBIN	
BUSHHOUSEN	DEVIN	
BUSS DENNISON	ALLYSA	
CARDENAS	JULISSA	DEC. GRAD
CARLSON	LINNAE	

CEPERLEY	JAY	
CERVANTES	GRACIELA	
CERVANTES	SAMANTHA	
CERVENY	SOPHIE	
CHACON CASTILLO	AERELY	
CHANCE-OSSOWSKI	GRACYN	
CLEAR	BRANDON	
CLEVELAND	LOGAN	
COE	JARED	
COMBS	NAKIYA	
COPLEY	ANTHONY	
CORRAL	ADRIAN	
CREECH	BRADY	
CROWELL	XANDER	
CRUZ	JOSE	
CURTIS	ALEXANDRA	
DART	KELSEY	
DAVIS	BLAKE	
DAVIS	QUINCY	
DEAL	AMYA	DEC. GRAD
DIAZ	ANNALAY	
DISCHINGER	ANDREW	
DOBROVOLNY	RAEYNN	DEC. GRAD
DOMINGUEZ	CHRISTOPHER	
DOMINGUEZ LEYVA	MARCOS	
DOYEN	CIERRA	
DUANG	NYAGUOR	
EBERT	TRINITY	
ECKHARDT	LANDON	
EDDLEMAN	BRENTON	
EDWARDS	CHALLEN	
ELLEY	CADEN	
ESPI	ROSE	
ESPINOSA	CHELSEY	
ESSER	TAYLOR	
ESTRADA	JOCELYN	
FARIS	ABIGAIL	
FLOOD	MARQUEL	
FRANCIS	JOVEN	
GAMMILL	HANNAH	
GANT	DUSTIN	
GARCIA	GABRIEL	
GATO	RICARDO	

GIESLER	WADE	
GLAZE	PATRICK	
GOLDEN CANNADY	CIERRA	
GOMEZ GONZALEZ	ANGEL	
GONZALEZ	CINTIA	
GONZALEZ	YAITE	
GONZALEZ ROBERTS	MARIA	
GOTTWALD	BENJAMIN	
GOWEN	CALE	
GUTIERREZ	GABRIELA	
GUTIERREZ ESCAMILLA	MIREYA	
GUTIERREZ ESCOBAR	MELISA	
GUZMAN	FELIPE	
HAFER	HANNAH	
HANSEN	EMILY	
HEIL	TAYTON	
HENRY	ISAIAH	
HENRY PERLICH	CAIDEN	
HERNANDEZ	JENNIFER	
HERNANDEZ	LUIS	
HEWITT	KYE	
HINRICHS	LAUREN	
HINRICHS	JACOB	
HOFFMAN	THOMAS	
HOWE	KAYLA	DEC. GRAD
HOWIE	LINNEA	
JACOBI	ALLISON	
JACOBUS	LANDON	
JOHNSON	LAYNEE	
JONES	GARETH	
JUST	JORDAN	
KAISER	JACOB	
KAISER	MICHAEL	
KALVELAGE	BRADEN	
KARABEL	MEGAN	
KARTAK	FILIP	
KATZBERG	TRAE	DEC. GRAD
KEE	RACHEL	
KERSHAW	MORIAH	
KINNEY	JACKSON	
KOCH	MAKYNZIE	
KOLETIC	LUKAS	
KRUEGER	ALEXANDRIA	

KWIECINSKI	KAELYN	
LANE	ISABELLA	
LARA	ANTHONY	
LARA PANTOJA	YESENIA	
LE	ANDREW	
LEBEAU	ZOE	
LECHLEITNER	CORRINNA	
LINDNER	BRITTNEY	
LINTZ	TORI	
LOCKLING	BRAYDEN	
LONG	ASHLEE	
LOPEZ	MARTIN	
LOPEZ CHOJOLAN	JONATHAN	DEC. GRAD
LOPEZ VARGAS	MICHAEL	
LOYA	ELIZABETH	
LOZA RAMIREZ	JESSICA	
LUNDQUIST	MATTHEW	
LYNCH	AMBER	
MACKEY	BRAYDEN	
MANJARES	MERCEDES	
MARINO	GRACE	
MARKET	JULIE	
MARTINEZ	BRISLY	
MARTINEZ ARIZMENDI	KARLA	
MAZA AJETE	ANDY	
MCCLAIN	RODDY	
MCGEE	MAKENNA	
MCKELVEY	RACHEL	
MCMURRAY	KEATON	
MEERS	TRAYTON	
MEJIA MORALES	MAYNOR	DEC. GRAD
MENDOZA	VALERIE	
MENKE	BREYER	
MEYER	BROOKLYN	
MILLER	MEKENZIE	
MILLER	AUSTYN	
MOLINA RASCON	BRIAN	
MONTAGUE	CAMBREN	
MORENO	ALIZAR	
MULLEN	LAURYN	
MURILLO CORDOVA	JIMMY	
MUSGRAVE	JUSTIN	
MUTCHLER	DOMINIC	

NAUERT	AUSTIN
NAVARRETE	ANTHONY
NAVARRETE	MIA
NELSON	SYDNEY
NEWMAN	TRAYTON
NGUYEN	JESSIE
NICOLARSEN	ZION
NIEMEYER	JOSHUA
NORDBY	ALEXIS
OCHSNER	BRITTANY
OCHSNER	MATTHEW
OCHSNER	JARRETT
OLIVA	AIRAKA
ORTEGREN	ADEN
PARTRIDGE	LOGAN
PEBECK	GRIFFYN
PEDERSON	EMILY
PERALTA	JACOB
PEREZ	IZAAK
PEREZ	MICHAEL
PEREZ ZEPEDA	KEVEN
PHELPS	JACKSON
PHUONG	CHRISTINE
PIERCE	KIEANAH
POHL	TAYLOR
POLAGE	SOPHIE
POLAND	ALEXIS
PSOTA	RAEVAHN
QUICK	AKIRA
RAMOS LUNA	YAILIN
RANEY	NATHAN
RODELA ROSALES	DAPHNE
RODRIGUEZ	JOHN
RODRIGUEZ	RICARDO
RODRIGUEZ	AALIYAH
RODRIGUEZ	ANAY
RODRIGUEZ	LILY
RODRIGUEZ CARRILLO	DANNIS
ROMERO BETANCOURT	LUIS
ROMERO BETANCOURT	JASMIN
ROTHER	SAMUEL
SANCHEZ ENRIQUEZ	AXEL
SANTO	NOLAN

SATTERLY	ISABELLA
SCARLETT	COLIN
SCHAFFER	JACOB
SCHARDT	HENRY
SCHMIDT	ALEXANDER
SCHROPP	KADE
SCOTT	HAYDEN
SEALEY	DACEY
SHAW	TAYGON
SHOEMAKER	JADYN
SHOEMAKER	CARSON
SMITH	DAVID
SMITH	JONAH
SNELL	TRENTON
SOLIS CONCEPCION	BRANDON
SONGER	DESTINY
STANKEVICH	ERIK
STEPHENSON	HAYDEN
STEVENS	LUKAS
SULLIVAN	TREVOR
SWAIN	JOHN
SWELEY	AUBRY
SYNEK	JARRETT
TATRO	CARLI
TELLEZ GARNICA	CHRISTOPHER
TERRY	MORGAN
THOMPSON	MAKENSIE
TIPPIN	ETHAN
TODD	TESSA
TORRES	SILVERIO
TORRES	JULIAN
TORRES GALVAN	ANGEL
TREVINO	JUAN
TRIBE	ELLA
TULLIS	NICHOLAS
TURPEN	MADISON
VALDIVIA	ANGEL
VALLE	GAVIN
VANBOENING	JACKSON
VANDEVENTER	AUSTIN
VANSKIVER	ALEC
VENTURA	ANGEL
VERHAGE	KEATON

VILLEGAS  
VU  
WALKER  
WALKER  
WARFORD  
WEBER  
WEBER  
WEIDNER  
WEIDT  
WEITZEL  
WELSH  
WHITE  
WIBBELS  
WIDHELM  
WILLISON  
WILLY  
WITTE  
WRIGHT  
ZIMMERMAN

YASMINE  
ALICE  
PAIGE  
CHRISTOPHER  
EMILIE  
ELIZABETH  
MORGAN  
ZAIDE  
KARISSA  
MORGEN  
JAYDON  
GAVIN  
ANNA  
ASHANTI  
LAIKYN  
OLIVIA  
BRENNAN  
SIERA  
KAITLYN

DEC. GRAD

## **PERSONNEL**

### **Certificated Staff Retirement(s)/Resignation(s) – Jalaene Choquette, Victoria Glandon, Amy Kennedy, Hope McMurtry, Janelle Steig**

The administration recommends acceptance of the following Certificated resignation(s)/retirement(s):

Jalaene Choquette retiring from her Guidance Counselor position at Senior High effective the end of the 2020-2021 school year.

Victoria Glandon resigning from her Vocal Music Teacher position at Middle School effective the end of the 2020-2021 school year.

Amy Kennedy resigning from her Kindergarten Teacher position at Alcott effective the end of the 2020-2021 school year.

Hope McMurtry resigning from her Special Education Skills 3 Teacher position at Senior High effective the end of the 2020-2021 school year.

Janelle Steig resigning from her World Language/Spanish Teacher position at Senior High effective the end of the 2020-2021 school year.

### **Certificated Staff Transfer(s) – Deb Miles**

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

Deb Miles from World Cultures Teacher at Middle School to 8<sup>th</sup> Social Studies Teacher at Middle School to replace Raleigh White who is resigning. Ms. Miles's wage and placement will remain the same according to the 2021-2022 certificated salary schedule.

### **Certificated Staff Appointment(s) – Erin Foster, Naomy Gomez, Anthony Julian, Ana Vasquez, Cassandra Watts, Nichole Williamson**

The administration recommends acceptance of the following Certificated appointment(s):

Erin Foster to Special Education Teacher position at Senior High to replace Robin Bailey who is retiring. Ms. Foster will be placed at BA-1 according to the 2021-2022 certificated salary schedule. Information about Ms. Foster is attached.

Naomy Gomez to Special Education Teacher position at Senior High to replace either Hope McMurtry or Lisa Nelson. Specific assignment to be determined. Ms. Gomez will be placed at BA-1 according to the 2021-2022 certificated salary schedule. Information about Ms. Gomez is attached.

Anthony Julian to World Cultures Teacher position at Middle School to replace Deb Miles who is transferring to another position. Mr. Julian will be placed at BA-2 according to the 2021-2022 certificated salary schedule. Information about Mr. Julian is attached.

Ana Vasquez to School Psychologist position to replace Krystal Posey who resigned 2019-2020. Building location to be determined. Ms. Vasquez will be placed at MA36-4 according to the 2020-2021 certificated salary schedule. This position includes a 10-day extended assignment. Information about Ms. Vasquez is attached.

Cassandra Watts to SLP position to replace Deann Smith who resigned. Location to be determined. Ms. Watts will be placed at MA-1 according to the 2021-2022 certificated salary schedule. Information about Ms. Watts is attached.

Nichole Williamson to Special Education Teacher position at Senior High to replace either Lisa Nelson or Hope McMurtry. Specific assignment to be determined. Ms. Williamson will be placed at BA-1 according to the 2021-2022 certificated salary schedule. Information about Ms. Williamson is attached.

**Extra Standard Staff Resignation(s) – Tim Delaney**

The administration recommends acceptance of the following extra standard resignation:

Tim Delaney resigned Senior High Assistant Boys Track position (2/3 split position) effective immediately.

**Extra Standard Staff Appointment(s) – Cody Jackson**

The administration recommends acceptance of the following extra standard appointment:

Cody Jackson to Senior High Assistant Boys Track position to replace Tim Delaney who resigned. Mr. Jackson will be paid the Assistant Track stipend of \$1,621.66 (2/3 split position) at Category II, Level 1 according to the 2020-2021 extra standard salary schedule. Information about Mr. Jackson is attached.

**Classified Staff Retirement(s)/Resignation(s) – Sarah Allen, Pat Kleier, Jessica McAndrew, Aleah Polen, Chris Schafer, Patricia Schultz**

The administration recommends acceptance of the following classified resignation(s):

Sarah Allen resigned from Library Paraeducator position at Hawthorne effective March 5, 2021.

Pat Kleier retired from her Food Service Manager position at Middle School effective February 26, 2021. This position will not be filled.

Jessica McAndrew resigning from Hastings Public Schools foundation Executive Director position effective March 9, 2021.

Aleah Polen resigned from her EL Paraeducator position at Hawthorne effective January 29, 2021.

Chris Schafer retiring from her Special Education Paraeducator position at Alcott School effective the end of the 2020-21 school year.

Patricia Schultz retiring from her Secretary 12 position at Middle School effective May 28, 2021.

**Classified Transfer(s) – Jasmine Kennedy**

The administration recommends the following Classified transfer(s):

Jasmine Kennedy from Evening Custodian position at Watson / Middle School to Evening Custodian at Middle School. Ms. Kennedy is replacing Tom Frase who transferred to another position. Ms. Kennedy's wage will remain the same.

**Classified Learned Professional Staff Appointment – Craig Kautz**

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

Craig Kautz to Hastings Public Schools Foundation Executive Director position to replace Jessica McAndrew who resigned. Mr. Kautz will be paid the mutually agreed-upon salary and will work the equivalent of 6 hours daily (30 hours per week) for 260 days annually. His employment is subject to the Agreement for Loan of Employee between the Hastings Public Schools and the Hastings Public Schools Foundation. Information about Mr. Kautz is attached.

**Classified Staff Appointment(s) – EDana Fergus, Brad Gish, Denise Kamper, Payton Osborne**

The administration recommends the following classified appointment(s):

EDana Fergus to Evening Custodian position at Senior High to replace Charles Benson who resigned. Ms. Fergus will be paid the starting wage for Custodian, with adjustment for education and experience, according to the 2020-2021 classified salary schedule. Information about Ms. Fergus is attached.

Brad Gish to Evening Custodian position at Senior High to replace Nicholas Mann who was released. Mr. Gish will be paid the starting wage for Custodian, with adjustment for education and experience, according to the 2020-2021 classified salary schedule. Information about Mr. Gish is attached.

Denise Kamper to CMA / Medical Aide position to replace Teresa Knoedler who resigned. Building location to be determined. Ms. Kamper will be paid the starting wage for CMA/Med Aide, with adjustment for education and experience, according to the 2020-2021 classified salary schedule. Information about Ms. Kamper is attached.

Payton Osborne to EL Paraeducator position at Hawthorne to replace Aleah Polen who resigned. Ms. Osborne will be paid the starting wage for Paraeducator, with adjustment for education and experience, according to the 2020-2021 classified salary schedule. Information about Ms. Osborne is attached.