



Regular Board Meeting

Monday, April 12, 2021 @ 7:00 PM Central
Middle School Multi-Purpose Room, 201 North Marian Road, Hastings, NE 68901

1. CALL TO ORDER - Jim Boeve -

2. Roll Call -

3. Pledge Allegiance to the Flag -

4. ANNOUNCEMENT - Jim Boeve -

5. RECURRENT - Jim Boeve -

1. Minutes of Previous Meeting(s) -

2. Payment of Expenditures -

6. ADMINISTRATIVE REPORT - Jim Boeve -

7. RECEIVE CORRESPONDENCE - Jim Boeve -

8. SUPERINTENDENT'S REPORT - Jeff Schneider -

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

10. SPECIAL BOARD FUNCTIONS - Jim Boeve -

1. Approve HPS Foundation Memorandum of Understanding - Jeff Schneider -

2. Approve Summer Activity Camps - Lawrence Tunks -

3. Approve Student Foreign Travel Preparation - Lawrence Tunks -

4. Approve lunch prices, ticket prices and student fees for 2021-2022 school year - David Essink -

5. Approve proposal for asbestos removal at Morton building - Trent Kelly -

6. Approve Classified Staff pay increases - David Essink -

7. Approve revised Classified Salary Schedule/Appendix A - David Essink -

8. Approve addition of 1.0 FTE Middle School Tech Para position - Jeff Schneider -

9. Approve addition of 7.0 FTE Certificated positions (1.0 FTE per building) _ Jeff Schneider -

10. Approve Administrative pay increases - Jeff Schneider -

11. Approve the Superintendent's contract for 2021-2022 - Jim Boeve & John Bonham -

12. Approve Substitute Teaching Rate for 2021-2022 - David Essink

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13. CONSENT AGENDA - David Essink -

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

12. DATES OF FUTURE BOARD MEETINGS - Jim Boeve -

13. MEDIA SPOKESPERSON - Jim Boeve -

14. 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.

Activity Fund 3-21

| Check Number | Date | Payee | Amount |
|--------------|-----------|---------------------------------|------------|
| 11000 | 2/3/2021 | ABLER, SARA | \$225.00 |
| 11002 | 2/3/2021 | ADAMS, ANDREW LO | \$29.97 |
| 11037 | 2/11/2021 | ALBER, WILSON | \$65.00 |
| 11081 | 2/24/2021 | AMBROZ, CHARLES | \$85.00 |
| 11061 | 2/18/2021 | ANSTINE, TERRY | \$140.00 |
| 11003 | 2/3/2021 | ARENS, HOUSTON | \$75.00 |
| 11004 | 2/3/2021 | AURORA BAND BOOSTERS | \$100.00 |
| 11005 | 2/3/2021 | AURORA CHOIR BOOSTERS | \$100.00 |
| 11006 | 2/3/2021 | AURORA HIGH SCHOOL | \$87.00 |
| 11038 | 2/11/2021 | BASEBALL SAVINGS | \$1,059.85 |
| 11082 | 2/24/2021 | BEGGS, JON R. | \$175.00 |
| 11083 | 2/24/2021 | BIG G ACE | \$49.60 |
| 11084 | 2/24/2021 | BLUM, CARSON | \$145.00 |
| 11085 | 2/24/2021 | BRAILITA, DANIEL | \$475.00 |
| 11039 | 2/11/2021 | BRENNFOERDER, JORDAN | \$65.00 |
| 11062 | 2/18/2021 | BSN SPORTS, INC. | \$106.29 |
| 11086 | 2/24/2021 | CASA | \$35.00 |
| 11088 | 2/24/2021 | CASH | \$250.00 |
| 11087 | 2/24/2021 | CASH | \$750.00 |
| 11064 | 2/18/2021 | CASH | \$264.00 |
| 11063 | 2/18/2021 | CASH | \$150.00 |
| 11040 | 2/11/2021 | CASH | \$750.00 |
| 11010 | 2/3/2021 | CASH | \$300.00 |
| 11009 | 2/3/2021 | CASH | \$300.00 |
| 11008 | 2/3/2021 | CASH | \$750.00 |
| 11007 | 2/3/2021 | CASH | \$750.00 |
| 11089 | 2/24/2021 | CEPERLEY, ANDREW | \$200.00 |
| 11090 | 2/24/2021 | CHANDLER, DANIEL | \$145.00 |
| 11065 | 2/18/2021 | COMPETITIVE EDGE | \$1,336.00 |
| 11011 | 2/3/2021 | CORDOVA, ANTHONY | \$250.00 |
| 11091 | 2/24/2021 | CORNHUSKER PRESS | \$289.00 |
| 11012 | 2/3/2021 | CORR, PAIGE | \$75.00 |
| 11041 | 2/11/2021 | CURTIS, ALEX | \$9.99 |
| 11013 | 2/3/2021 | DELASHMUTT, KATHY LI | \$28.82 |
| 11014 | 2/3/2021 | DONIPHAN-TRUMBULL PUBLIC SCHOOL | \$120.00 |
| 11092 | 2/24/2021 | EDMISTEN, SIERRA | \$85.00 |
| 11015 | 2/3/2021 | EDMISTEN, SIERRA | \$100.00 |
| 11093 | 2/24/2021 | ELSMORE SWIM SHOP | \$333.00 |
| 11094 | 2/24/2021 | ENGBERG, SCOTT HS | \$14.97 |
| 11066 | 2/18/2021 | FICKEN, KAMRON | \$140.00 |
| 11042 | 2/11/2021 | FIELDER, JIM SH | \$20.00 |
| 11095 | 2/24/2021 | FISHELL, AUGUST | \$100.00 |

Activity Fund 3-21

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|-------|-----------|------------------------------------|------------|
| 11096 | 2/24/2021 | FOSSUM, ROBERT | \$120.00 |
| 11016 | 2/3/2021 | GENGENBACH, NICOLE | \$50.00 |
| 11067 | 2/18/2021 | GINW HIGH SCHOOL | \$100.00 |
| 11043 | 2/11/2021 | GINW HIGH SCHOOL | \$100.00 |
| 11044 | 2/11/2021 | GODFATHERS PIZZA OF HASTINGS | \$71.49 |
| 11017 | 2/3/2021 | GRABILL, BRENT | \$280.00 |
| 11018 | 2/3/2021 | GRAND ISLAND CENTRAL CATHOLIC | \$96.00 |
| 11045 | 2/11/2021 | GUESWELL, MARK | \$120.00 |
| 11046 | 2/11/2021 | HARTMAN, ROD | \$140.00 |
| 11047 | 2/11/2021 | HASTINGS PUBLIC SCHOOLS FOUNDATION | \$80.00 |
| 11019 | 2/3/2021 | HAYNES, GABRIEL A. | \$65.00 |
| 11097 | 2/24/2021 | HENLEY, WILLIAM | \$276.64 |
| 11068 | 2/18/2021 | HENLEY, WILLIAM | \$85.00 |
| 11098 | 2/24/2021 | HIGGINS, TIM | \$90.00 |
| 11099 | 2/24/2021 | HOLDREGE PUBLIC SCHOOL | \$44.14 |
| 11069 | 2/18/2021 | HUDL | \$1,600.00 |
| 11020 | 2/3/2021 | HUDSON, BILLY | \$27.00 |
| 11048 | 2/11/2021 | JOHNSON, ALLYSON | \$85.00 |
| 11049 | 2/11/2021 | JOHNSON, ZIPPORAH MARIE | \$85.00 |
| 11070 | 2/18/2021 | JONGLERTHAM, CHRISTINE | \$170.00 |
| 11021 | 2/3/2021 | JONGLERTHAM, CHRISTINE | \$85.00 |
| 11022 | 2/3/2021 | KEARNEY HIGH SCHOOL | \$60.00 |
| 11100 | 2/24/2021 | KINNE, LYNNE | \$125.00 |
| 11101 | 2/24/2021 | KOOY, BETTY | \$450.00 |
| 11102 | 2/24/2021 | KRATZENSTEIN, MONTE | \$145.00 |
| 11023 | 2/3/2021 | LAUX, CONNER | \$200.00 |
| 11024 | 2/3/2021 | LEBAR, TYLER | \$140.00 |
| 11103 | 2/24/2021 | LEXINGTON HIGH SCHOOL | \$34.91 |
| 11025 | 2/3/2021 | LINCOLN HIGH SCHOOL | \$150.00 |
| 11104 | 2/24/2021 | LINCOLN SOUTHEAST HS DEBATE | \$140.00 |
| 11071 | 2/18/2021 | LINDBLAD, BRAD | \$120.00 |
| 11026 | 2/3/2021 | LINDBLAD, BRAD | \$120.00 |
| 11050 | 2/11/2021 | LUNCHTIME SOLUTIONS, INC | \$388.40 |
| 11072 | 2/18/2021 | MARTIN, AARON | \$140.00 |
| 11105 | 2/24/2021 | MASER, ADAM | \$120.00 |
| 11073 | 2/18/2021 | MASER, ADAM | \$130.00 |
| 11051 | 2/11/2021 | MASER, ADAM | \$120.00 |
| 11027 | 2/3/2021 | MASER, ADAM | \$240.00 |
| 11106 | 2/24/2021 | MATHESON TRI-GAS, INC | \$206.36 |
| 11107 | 2/24/2021 | McCOOK HIGH SCHOOL | \$51.36 |
| 11108 | 2/24/2021 | McKELVEY, SCOTT | \$75.00 |
| 11109 | 2/24/2021 | MENARDS | \$329.94 |
| 11110 | 2/24/2021 | NGUYEN, NANCY | \$85.00 |

Activity Fund 3-21

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|-------|-----------|----------------------------|-------------|
| 11111 | 2/24/2021 | NSAA | \$929.60 |
| 11074 | 2/18/2021 | NSAA | \$28.00 |
| 11052 | 2/11/2021 | NSBA ATTN: SHAWN PFANSTIEL | \$65.00 |
| 11075 | 2/18/2021 | NSDA NE SOUTH | \$440.00 |
| 11112 | 2/24/2021 | PEMBROKE HILL SCHOOL | \$70.00 |
| 11113 | 2/24/2021 | PETERSON, MASHAYLLA | \$85.00 |
| 11076 | 2/18/2021 | PETERSON, MASHAYLLA | \$85.00 |
| 11028 | 2/3/2021 | PETERSON, MASHAYLLA | \$300.00 |
| 11029 | 2/3/2021 | PSAT-NMSQT | \$255.00 |
| 11030 | 2/3/2021 | RMHS FORENSICS | \$92.00 |
| 11114 | 2/24/2021 | RUSS'S IGA | \$151.19 |
| 11054 | 2/11/2021 | RUSS'S IGA | \$428.62 |
| 11115 | 2/24/2021 | SANDAHL, BRUCE | \$275.00 |
| 11116 | 2/24/2021 | SCHMIDT, JOHN W. | \$250.00 |
| 11077 | 2/18/2021 | SCHOOL HEALTH CORPORATION | \$446.90 |
| 11055 | 2/11/2021 | SHAW, BRIAN | \$140.00 |
| 11117 | 2/24/2021 | SHIRT SHACK- HASTINGS | \$678.50 |
| 11056 | 2/11/2021 | SMALL TOWN FAMOUS- | \$50.00 |
| 11031 | 2/3/2021 | SMALL TOWN FAMOUS- | \$429.00 |
| 11057 | 2/11/2021 | STEVENSON, DOUGLAS L. | \$140.00 |
| 11078 | 2/18/2021 | STICKELS, TROY | \$130.00 |
| 11058 | 2/11/2021 | STICKELS, TROY | \$130.00 |
| 11032 | 2/3/2021 | STICKELS, TROY | \$185.00 |
| 11033 | 2/3/2021 | STONER, MEAGAN | \$33.05 |
| 11118 | 2/24/2021 | SWIM QUIK | \$1,260.00 |
| 11079 | 2/18/2021 | SYNCB/AMAZON | \$2,635.75 |
| 11034 | 2/3/2021 | TELLUS, KATE | \$150.00 |
| 11119 | 2/24/2021 | TRAINING ROOM | \$59.06 |
| 11080 | 2/18/2021 | US BANK | \$2,963.72 |
| 11059 | 2/11/2021 | US BANK | \$340.42 |
| 11120 | 2/24/2021 | W.G. PAULEY LUMBER COMPANY | \$466.74 |
| 11035 | 2/3/2021 | WALSWORTH PUBLISHING CO | \$8,587.60 |
| 11121 | 2/24/2021 | WILLIAMS, ERIKA D | \$218.36 |
| 11036 | 2/3/2021 | WILLIAMS, JEREMIAH | \$120.00 |
| 11122 | 2/24/2021 | WOOD, KEVIN | \$197.00 |
| 11060 | 2/11/2021 | X-GRAIN SPORTSWEAR | \$532.00 |
| | | | \$41,217.24 |

GENERAL FUND 3-21

| Check Number | Date | Payee | Amount |
|--------------|-----------|--------------------------------|--------------|
| 132419 | 3/8/2021 | A.R.M. PROPERTIES, LLC | \$700.00 |
| 132420 | 3/8/2021 | ABLENET, INC | \$490.00 |
| 132421 | 3/8/2021 | ACCO BRANDS DIRECT | \$366.26 |
| 132422 | 3/8/2021 | ADAMS, KARA AL | \$22.91 |
| 132423 | 3/8/2021 | ALLENS B & R #32 | \$323.16 |
| 132424 | 3/8/2021 | ALPHA REHABILITATION, PC | \$315.04 |
| 132425 | 3/8/2021 | AMERI-TECH INDUSTRIAL, INC. | \$287.96 |
| 132426 | 3/8/2021 | APPLE, INC | \$38,950.00 |
| 132427 | 3/8/2021 | ARMSTRONG, SEAN | \$20.48 |
| 132428 | 3/8/2021 | ARNOLD MOTOR COMPANY | \$303.91 |
| 132369 | 2/12/2021 | BELIKOVA-ERICKSON, IRINA LO | \$94.59 |
| 132429 | 3/8/2021 | BERNDT, GREGORY M | \$34.50 |
| 132370 | 2/12/2021 | BIG DALLY'S DELI | \$291.50 |
| 132430 | 3/8/2021 | BIG G ACE | \$340.56 |
| 132431 | 3/8/2021 | BIST/ CORNERSTONES OF CARE | \$300.00 |
| 132371 | 2/12/2021 | BOB SASS FLOWERS | \$78.10 |
| 132432 | 3/8/2021 | BOSELMAN, INC. | \$183.28 |
| 132433 | 3/8/2021 | BROWN, ANDREA | \$454.55 |
| 132434 | 3/8/2021 | BRYANT PIANO SERVICE | \$99.00 |
| 132435 | 3/8/2021 | BUDERUS, MANDY | \$30.00 |
| 132436 | 3/8/2021 | BURR, SHELBY L | \$34.50 |
| 132437 | 3/8/2021 | C4 OPERATIONS, LLC | \$259.00 |
| 132438 | 3/8/2021 | CALLAHAN, KAREN N HA | \$67.97 |
| 132439 | 3/8/2021 | CAREY'S PEST CONTROL | \$1,460.00 |
| 132372 | 2/12/2021 | CAREY'S PEST CONTROL | \$920.00 |
| 132440 | 3/8/2021 | CARMICHAEL CONSTRUCTION | \$26,995.59 |
| 132441 | 3/8/2021 | CAROLINA BIOLOGICAL SUPPLY CO. | \$615.84 |
| 132442 | 3/8/2021 | CARP BODE SUBS, INC | \$332.40 |
| 132443 | 3/8/2021 | CENTRAL NEBR REHAB SERVICES | \$21,943.40 |
| 132444 | 3/8/2021 | CENTRAL NEBRASKA BOBCAT | \$4,684.47 |
| 132445 | 3/8/2021 | CGSMUSIC | \$47.95 |
| 132447 | 3/8/2021 | CITY OF HASTINGS _15870 | \$17,724.71 |
| 132446 | 3/8/2021 | CITY OF HASTINGS - PARKS | \$350.00 |
| 132448 | 3/8/2021 | CITY OF HASTINGS 911 | \$250.00 |
| 132373 | 2/12/2021 | CMBA ARCHITECTS | \$3,318.60 |
| 132449 | 3/8/2021 | COMPUTER HARDWARE, INC | \$149.95 |
| 132374 | 2/12/2021 | COMPUTER HARDWARE, INC | \$139,270.50 |
| 132450 | 3/8/2021 | CONDITIONED AIR MECHANICALS | \$7,300.00 |
| 132451 | 3/8/2021 | CORNHUSKER PRESS | \$1,405.14 |
| 132452 | 3/8/2021 | CORNHUSKER STATE INDUSTRIES | \$2,409.00 |
| 132453 | 3/8/2021 | CPI/COOPERATIVE PRODUCERS, INC | \$10,096.98 |
| 132454 | 3/8/2021 | CRAIG RESOURCES, INC | \$4,760.64 |

GENERAL FUND 3-21

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|--------|-----------|--|-------------|
| 132375 | 2/12/2021 | CRAIG RESOURCES, INC | \$1,178.19 |
| 132455 | 3/8/2021 | CULLIGAN OF HASTINGS | \$190.95 |
| 132456 | 3/8/2021 | CUMMINS SALES AND SERVICE | \$8,178.97 |
| 132457 | 3/8/2021 | DAS STATE ACCOUNTING - CENTRAL FINANCE | \$232.49 |
| 132458 | 3/8/2021 | DAVIS, JEAN | \$82.50 |
| 132459 | 3/8/2021 | DESIGNER CRAFT WOODWORKING, INC. | \$128.00 |
| 132460 | 3/8/2021 | DETAMORE, STEPHANIE MS | \$36.46 |
| 132461 | 3/8/2021 | DETOUR, KATHERINE- | \$130.50 |
| 132462 | 3/8/2021 | DIETZE MUSIC | \$145.05 |
| 132463 | 3/8/2021 | DUTTON-LAINSON | \$4,105.32 |
| 132464 | 3/8/2021 | EAGLE BUILDING SERVICES, LLC | \$20,284.00 |
| 132465 | 3/8/2021 | EAKES OFFICE SOLUTIONS | \$938.40 |
| 132466 | 3/8/2021 | EARLY CHILD DEVELOPMENT CENTER | \$180.00 |
| 132467 | 3/8/2021 | ECHO ELECTRIC SUPPLY | \$190.30 |
| 132468 | 3/8/2021 | ED SERV UNIT 2 | \$1,929.38 |
| 132469 | 3/8/2021 | ED SERV UNIT 3 | \$135.00 |
| 132470 | 3/8/2021 | ED SERV UNIT 8 | \$6,380.09 |
| 132471 | 3/8/2021 | ED SERV UNIT 9 | \$1,200.00 |
| 132472 | 3/8/2021 | EGAN SUPPLY COMPANY | \$142.61 |
| 132473 | 3/8/2021 | ENGEL, JENNIFER HA | \$60.00 |
| 132474 | 3/8/2021 | ESPECIAL NEEDS, LLC | \$121.65 |
| 132475 | 3/8/2021 | FAGO, MEGAN | \$34.50 |
| 132476 | 3/8/2021 | FAMILY MEDICAL CENTER | \$256.00 |
| 132477 | 3/8/2021 | FARRIS CONSTRUCTION | \$2,752.50 |
| 132478 | 3/8/2021 | FIELDER, MONICA | \$137.50 |
| 132479 | 3/8/2021 | GADGET GUY | \$57.00 |
| 132480 | 3/8/2021 | GOPHER SPORTS | \$162.63 |
| 132481 | 3/8/2021 | GRAHAM TIRE - GI | \$374.36 |
| 132482 | 3/8/2021 | GRIZZLY INDUSTRIAL INC | \$112.44 |
| 132483 | 3/8/2021 | HASTINGS OUTDOOR POWER, LLC | \$55.99 |
| 132484 | 3/8/2021 | HASTINGS SEAMLESS GUTTERS, LLC | \$1,180.00 |
| 132486 | 3/8/2021 | HASTINGS TRIBUNE | \$228.00 |
| 132485 | 3/8/2021 | HASTINGS TRIBUNE | \$883.04 |
| 132376 | 2/12/2021 | HASTINGS UTILITIES | \$65,541.75 |
| 132487 | 3/8/2021 | HERMAN, ART | \$35.61 |
| 132377 | 2/12/2021 | HOMETOWN LEASING | \$10,492.92 |
| 132488 | 3/8/2021 | IDEA BANK MARKETING | \$2,106.00 |
| 132489 | 3/8/2021 | INGRAM LIBRARY SERVICES | \$442.08 |
| 132378 | 2/12/2021 | INGRAM LIBRARY SERVICES | \$381.97 |
| 132490 | 3/8/2021 | INLAND TRUCK PARTS & SERVICE - OMAHA | \$9,949.44 |
| 132491 | 3/8/2021 | INNOVATIVE OFFICE SOLUTIONS | \$53.32 |
| 132379 | 2/12/2021 | INTERNATIONAL ACADEMY OF SCIENCE | \$1,600.00 |
| 132492 | 3/8/2021 | ISLAND SUPPLY WELDING | \$11.90 |

GENERAL FUND 3-21

| | | | |
|--------|-----------|-------------------------------------|--------------|
| 132493 | 3/8/2021 | Jaurigui-Pina, Brenda E. | \$96.25 |
| 132494 | 3/8/2021 | Jorgensen, Jenna MS | \$19.95 |
| 132495 | 3/8/2021 | Kasperek, Allison K | \$17.97 |
| 132496 | 3/8/2021 | Kelly Supply Co | \$718.69 |
| 132497 | 3/8/2021 | Kelly, Amy HA | \$65.65 |
| 132498 | 3/8/2021 | Kinley, Jill | \$60.38 |
| 132499 | 3/8/2021 | Kully Pipe & Steel Co | \$705.76 |
| 132500 | 3/8/2021 | Lakeshore Learning Materials | \$14,190.40 |
| 132501 | 3/8/2021 | Lakeside Auto Body Inc | \$1,059.14 |
| 132502 | 3/8/2021 | Landmark Implement Inc. | \$545.26 |
| 132503 | 3/8/2021 | LCL Truck Equipment, Inc. | \$18.90 |
| 132504 | 3/8/2021 | LessonPix, Inc. | \$36.00 |
| 132505 | 3/8/2021 | LeYva, Dora | \$96.25 |
| 132506 | 3/8/2021 | Liberty Hardwoods Inc | \$1,763.65 |
| 132507 | 3/8/2021 | Library Store | \$92.89 |
| 132508 | 3/8/2021 | Lift Solutions, Inc | \$348.47 |
| 132509 | 3/8/2021 | Lindblad, Susan | \$127.80 |
| 132510 | 3/8/2021 | Little Caesars - Hastings | \$18.00 |
| ACH | 3/8/2021 | Lunchtime Solutions, Inc. | \$145,577.29 |
| 132511 | 3/8/2021 | Lyndsey's Building Blocks Daycare | \$2,000.00 |
| 132380 | 2/12/2021 | Mary Lanning Health Care | \$140.00 |
| 132512 | 3/8/2021 | Matheson Tri-Gas, Inc | \$203.61 |
| 132513 | 3/8/2021 | Matt Friend Truck Equipment, Inc. | \$6,369.75 |
| 132514 | 3/8/2021 | McGraw-Hill School Ed Holdings, LLC | \$128.70 |
| 132515 | 3/8/2021 | MCMurray, Glenda LO | \$194.85 |
| 132381 | 2/12/2021 | MCMurray, Glenda LO | \$92.49 |
| 132516 | 3/8/2021 | Mechanical Sales Parts, Inc. | \$1,755.00 |
| 132517 | 3/8/2021 | Menards | \$3,248.44 |
| 132518 | 3/8/2021 | Midwest Connect | \$4,000.00 |
| 132519 | 3/8/2021 | Midwest Restaurant Supply | \$203.40 |
| 132520 | 3/8/2021 | Moran, Hannah | \$26.73 |
| 132521 | 3/8/2021 | Mosaic- | \$3,241.00 |
| 132522 | 3/8/2021 | Murray Connie LO | \$29.00 |
| 132523 | 3/8/2021 | Napa Auto Parts | \$1,368.05 |
| 132524 | 3/8/2021 | National Autism Resources | \$2,661.62 |
| 132525 | 3/8/2021 | NCS Pearson, Inc | \$168.60 |
| 132526 | 3/8/2021 | NE Council of School Admin | \$90.00 |
| 132527 | 3/8/2021 | NE Safety Center @ UNK | \$550.00 |
| 132528 | 3/8/2021 | Nebraska Air Filter, Inc | \$176.97 |
| 132529 | 3/8/2021 | Nebraska Central Equipment | \$1,370.04 |
| 132530 | 3/8/2021 | Nebraska State Fire Marshal Agency | \$324.00 |
| 132531 | 3/8/2021 | Nebraska-Iowa Ind Fastener | \$506.00 |
| 132532 | 3/8/2021 | Nieder Klein, Mikayla - | \$34.50 |

GENERAL FUND 3-21

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|--------|-----------|--------------------------------------|-------------|
| 132533 | 3/8/2021 | NOVA FITNESS EQUIPMENT CO. | \$298.36 |
| 132534 | 3/8/2021 | NUTRIEN AG SOLUTIONS | \$31.60 |
| 132382 | 2/12/2021 | O'REILLY AUTO PARTS | \$46.26 |
| 132535 | 3/8/2021 | OCHSNER, CODY | \$61.77 |
| 132536 | 3/8/2021 | OERTER NANCY HA | \$25.98 |
| 132537 | 3/8/2021 | OMAHA WORLD HEARLD | \$2,240.00 |
| 132383 | 2/12/2021 | OMAHA WORLD HEARLD | \$334.75 |
| 132538 | 3/8/2021 | OVERDRIVE, INC | \$388.94 |
| 132539 | 3/8/2021 | PASTIME LANES | \$64.00 |
| 132384 | 2/12/2021 | PASTIME LANES | \$82.00 |
| 132540 | 3/8/2021 | PAYFLEX SYSTEMS USA INC | \$559.30 |
| 132541 | 3/8/2021 | PEDROZA, MELISSA MS | \$83.38 |
| 132542 | 3/8/2021 | PEREDA-CARREON, ROSALINDA | \$110.00 |
| 132543 | 3/8/2021 | PERRY, GUTHERY, HAASE & GESSFORD PC | \$594.00 |
| 132544 | 3/8/2021 | PHYS THERAPY & SPORT REHAB | \$160.00 |
| 132385 | 2/12/2021 | PHYS THERAPY & SPORT REHAB | \$12,855.48 |
| 132545 | 3/8/2021 | PLATTE VALLEY COMMUNICATIONS | \$963.34 |
| 132546 | 3/8/2021 | PLAY THERAPY SUPPLY, LLC | \$3,044.86 |
| 132547 | 3/8/2021 | POOH CORNER WEST | \$2,694.00 |
| 132548 | 3/8/2021 | POPPE, NANCY | \$1,817.00 |
| 132549 | 3/8/2021 | PRAIRIE LAKE SALES | \$2,180.00 |
| 132386 | 2/12/2021 | PROTRADE CREDIT SERVICES | \$210.83 |
| 132550 | 3/8/2021 | QUALITY LOGO PRODUCTS | \$456.40 |
| 132551 | 3/8/2021 | RAMOS, CAROLINA | \$34.50 |
| 132552 | 3/8/2021 | REMEDIA PUBLICATIONS INC | \$74.95 |
| 132553 | 3/8/2021 | REMMERS, ALAETHEA | \$10.70 |
| 132554 | 3/8/2021 | RUNCIES CATERING | \$223.90 |
| 132555 | 3/8/2021 | RUNDLE, JOCELYN H.START | \$55.49 |
| 132556 | 3/8/2021 | RUSS'S IGA | \$208.69 |
| 132557 | 3/8/2021 | RUTTS HEATING & AIR CONDITIONING INC | \$809.79 |
| 132558 | 3/8/2021 | SAPP BROS PETRO GRAND ISLAND | \$5,193.00 |
| 132559 | 3/8/2021 | SCHOLASTIC BOOK CLUB | \$20.50 |
| 132560 | 3/8/2021 | SCHOLASTIC BOOK FAIRS - 8 | \$275.00 |
| 132561 | 3/8/2021 | SCHOOL SPECIALTY | \$115.64 |
| 132562 | 3/8/2021 | SCHULTZ, AMBER WA | \$38.00 |
| 132563 | 3/8/2021 | SHAR PRODUCTS CO | \$658.89 |
| 132564 | 3/8/2021 | SHERWIN-WILLIAMS CO | \$80.36 |
| 132565 | 3/8/2021 | SHIRT SHACK- HASTINGS | \$319.02 |
| 132566 | 3/8/2021 | SHRIVER, SHARON A. | \$1,104.00 |
| 132567 | 3/8/2021 | SMITH, HEIDI | \$14.10 |
| 132568 | 3/8/2021 | SMITHSONIAN | \$29.00 |
| 132387 | 2/12/2021 | SOUTH CENTRAL BEHAVIORIAL SERVICES | \$6,580.00 |
| 132569 | 3/8/2021 | SOUTHWORTH, PAULA D. | \$1,595.00 |

GENERAL FUND 3-21

| | | | |
|--------|-----------|----------------------------|--------------|
| 132570 | 3/8/2021 | STAPLES ADVANTAGE | \$34.78 |
| 132388 | 2/12/2021 | STAPLES ADVANTAGE | \$52.84 |
| 132571 | 3/8/2021 | SUNRISE INSPIRATIONS | \$4,360.00 |
| 132572 | 3/8/2021 | SWAYZE, AMY | \$11.98 |
| 132389 | 2/12/2021 | SYNCB/AMAZON | \$10,900.84 |
| 132573 | 3/8/2021 | T-C CEILINGS, INC. | \$309.12 |
| 132574 | 3/8/2021 | THE HOME DEPOT PRO | \$1,788.71 |
| 132575 | 3/8/2021 | THOMSEN OIL CO | \$95.41 |
| 132576 | 3/8/2021 | TOOFAST SUPPLY | \$173.94 |
| 132577 | 3/8/2021 | TUNKS, HEIDI LI | \$55.38 |
| 132390 | 2/12/2021 | US BANK | \$5,790.19 |
| 132578 | 3/8/2021 | VAUGHANS-PRINTERS,INC | \$80.79 |
| 132579 | 3/8/2021 | VERIZON WIRELESS | \$1,157.57 |
| 132580 | 3/8/2021 | VIAERO WIRELESS | \$180.10 |
| 132581 | 3/8/2021 | VIRCO, INC. | \$582.40 |
| 132582 | 3/8/2021 | W.G. PAULEY LUMBER COMPANY | \$9.89 |
| 132583 | 3/8/2021 | WALBRIDGE, GARTH SH | \$122.66 |
| 132584 | 3/8/2021 | WEST MUSIC COMPANY | \$324.95 |
| 132585 | 3/8/2021 | WILLY, DEBRA | \$37.40 |
| 132586 | 3/8/2021 | WITT, LARRY | \$590.00 |
| ACH | 3/8/2021 | WOODWARDS DISPOSAL | \$3,566.00 |
| 132587 | 3/8/2021 | YANDAS MUSIC | \$318.00 |
| 132588 | 3/8/2021 | YMCA | \$5,199.66 |
| 132391 | 2/12/2021 | YMCA | \$5,032.27 |
| 132589 | 3/8/2021 | ZACH, JOHN | \$34.50 |
| 132590 | 3/8/2021 | ZIEMBA ROOFING CO | \$235.00 |
| | | | |
| | | | |
| | | | \$713,129.86 |



**Hastings Public Schools
Regular Board Meeting Minutes**

March 8, 2021 7:00 PM

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

The meeting was advertised in the Hastings Tribune on Wednesday, March 3, 2021

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

1. CALL TO ORDER - Jim Boeve

President Boeve called the meeting to order.

2. Roll Call

Others in attendance: Jeff Schneider, Superintendent of Schools; Denise Behrends, Secretary to the Superintendent; Terry Julian, Technology Facilitator; Jenna Jorgensen, Middle School Teacher; David Essink, Director of Human Resources & Operations; Dr. Kandace Garwood, Director of Special Education; Lawrence Tunks, Director of Learning; Trent Kelly, Director of Technology & Operations; Tony Hermann, Hastings Tribune; Cara Beckenhauer, Lincoln Elementary Principal; Amy Kelly, Hawthorne Elementary Principal; Kim Remmers, Hawthorne Teacher; Nancy Oerter, Hawthorne Librarian; Lupe Torres, Hawthorne Tech Para; Anakin Jarcynka, Hawthorne Student; Bradley Gama, Hawthorne Student; Mike Nanfito, Middle School Assistant Principal; Andy Jones, Public Access TV

3. Pledge Allegiance to the Flag

4. ANNOUNCEMENT - Jim Boeve

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

5. RECURRENT - Jim Boeve

5.1. Minutes of Previous Meeting(s)

Motion to approve the minutes as presented. This motion, made by Tracey Katzberg and seconded by Jodi Graves, passed.

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

5.2. Payment of Expenditures

Motion to approve the payment of expenditures in the amount of \$3,958,170.05. This motion, made by Brent Gollner and seconded by Laura Schneider, passed.

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

6. ADMINISTRATIVE REPORT - Jim Boeve

No board member had anything to report.

7. RECEIVE CORRESPONDENCE - Jim Boeve

There was no correspondence to receive.

8. SUPERINTENDENT'S REPORT - Jeff Schneider

Superintendent Schneider shared Good News for the month.

Mr. Schneider introduced Hawthorne Elementary Principal, Amy Kelly, to present the Spotlight on Learning.

Principal Amy Kelly, Teacher Kim Remmers, Librarian Nancy Oerter, Tech Para Lupe Torres, student Anakin Elliot, and student Bradley Garza shared a presentation on the Student Announcement Club. The presentation highlighted student involvement with the Panther News Network at Hawthorne Elementary School.

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

Several parents and HPS staff members addressed the Board regarding their concerns over accepting a bid to change the current OT/PT service providers.

Jocelyn Rundle, of 1525 Crestmoor Drive, expressed gratitude for the current OT/PT staff from Physical Therapy Sports Rehab (PTSR) and Central Nebraska Rehab (CNR). She urged board members to consider keeping the current staff.

Danielle Erickson, of 1405 Arapahoe Avenue, spoke of her child receiving OT/PT services from same OT/PT team since age 3. She emphasized importance of trust and routine for children and asked Board members to think about how long it would take to rebuild these bonds with new OT/PT team.

Haley Tryon, of 522 E 6th Street, addressed the board to advocate for her child and the children she works with every day in the classroom. She stressed the timing of this change for children who are just now recovering from COVID disruption would result in further learning loss.

Chloe Onken, of 1904 W 3rd Street, spoke of the daily support for students, staff and parents provided by the current OT/PT providers. She stressed how their flexibility and availability at all times is value beyond any monetary savings.

Jenny Messerer, of 2407 W 9th St, spoke about the current OT/PT providers knowing NDE guidelines and understanding school design so well. She urged board members to maintain the current OT/PT providers.

Lori Samuelson, of 32240 Road A, expressed her gratitude and how lucky the children of HPS are to have the current OT/PT providers from birth. She noted that the medical model and school models of service are very different and shared concern whether a new team could provide seamless transition for children.

Kim Remmers, of 821 Madden Road, expressed her gratitude for the current OT/PT providers. She noted they are available to everyone and provide support for classroom teachers as well as students.

Kayla Johnson, of 415 S Bellevue Avenue, shared her experience as a home visitor with the current OT/PT providers. They often go in to dangerous situations at all times of the day or night. She stressed the importance of trust and building relationships from birth with children. She stated that service is priceless and implored board members to consider value for children versus financial cost.

10. AQuESTT System of Approval, Accreditation, and Accountability Presentation - NASB & NDE

Superintendent Schneider reminded Board members of the attached presentation and noted they will be asked by NDE/NASB to complete a survey.

11. SPECIAL BOARD FUNCTIONS - Jim Boeve

11.1. Approve second reading of revised Policy 403.04 - Professional Boundaries Between Employees and Students - Jeff Schneider

Approve second reading of revised Policy 403.04. This motion, made by John Bonham and seconded by Brent Gollner, passed.

Jim Boeve: Yea

John Bonham: Yea

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

Superintendent Schneider recommended approval of revised policy 403.04 regarding professional boundaries between employees and students. Mr. Schneider noted there were no changes from the first reading in February.

11.2. Approve Option Limits for 2021-2022 - Jeff Schneider

Approve the 2021-2022 option enrollment limits as presented. This motion, made by Becky Sullivan and seconded by Sharon Brooks, passed.

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

Superintendent Schneider reviewed option enrollment limits for 2021-2022. The limits remain similar to previous years based on projections and prior enrollment trends. Mr. Schneider recommended approval of the 2021-2022 option enrollment limits as presented.

11.3. Approve ChromeBook Bid for the 2021-22 school year - Trent Kelly

Approve ChromeBook bid, for the 2021-22 school year, from Computer Hardware in the amount of \$143,318.50. This motion, made by Laura Schneider and seconded by Tracey Katzberg, passed.

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

Trent Kelly presented two bids for 650 Chromebooks to replace K-12 laptops that are 6+ years old. Mr. Kelly recommended approval of the bid from Computer Hardware in the amount of \$143,318.50.

11.4. Approve Morton Change Order #1 - Trent Kelly

Approve Morton change order #1 in the amount of \$8,982.00. This motion, made by Tracey Katzberg and seconded by Jodi Graves, passed.

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

Trent Kelly reviewed and recommended approval of Morton Change order #1 in the amount of \$8,982.00. The change order is for doors and hardware to meet fire code requirements.

11.5. Approve Wireless Network Bid - Trent Kelly

Approve wireless network bid from PineCove Consulting in the amount of \$136,147.45. This motion, made by Brent Gollner and seconded by Becky Sullivan, passed.

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

Trent Kelly reviewed wireless network bids to replace 7-9 year-old access points at Senior High and Middle School. The new network will provide necessary bandwidth needed to cover the increased devices added to the network. Mr. Kelly recommended approval of the PineCove Consulting bid in the amount of \$136,147.45.

11.6. Approve OT/PT Bid - Kandace Garwood

Approve continuation of OT/PT services by Physical Therapy Sports Rehab (PTSR) and Central Nebraska Rehab (CNR) for 3 years. This motion, made by Brent Gollner and seconded by Laura Schneider, passed.

Jim Boeve: Yea
John Bonham: Abstain

Sharon Brooks: Yea
Brent Gollner: Yea
Jodi Graves: Yea
Tracey Katzberg: Yea
Laura Schneider: Yea
Christopher Shade: Nay
Becky Sullivan: Abstain

Dr. Kandace Garwood reviewed the OT/PT bids. Bid proposals for a 3-year period were received from Mary Lanning Healthcare, Physical Therapy and Sports Rehab, and Central Nebraska Rehab. Dr. Garwood went through historical billable hours to come up with an estimated overall cost and she recommends approval of the Mary Lanning Healthcare bid as presented.

There was no motion to accept the Mary Lanning Healthcare bid as presented. Brent Gollner made an amended motion to approve the continuation of OT/PT services by Physical Therapy and Sports Rehab (PTSR) and Central Nebraska Rehab (CNR) for 3 years.

Chris Shade expressed his concern over not giving Mary Lanning a chance, his children have history with MLH and he is confident they would provide great service. Brent Gollner and President Boeve noted it's an emotional subject and we need to be good stewards of taxpayer money, but the best interest of children is what we are about. Tracey Katzberg expressed her thanks for all of the public comments. Laura Schneider stated she was glad to see competitive bids from 3 companies and feels comfortable with what we have in place. Jodi Graves and Sharon Brooks asked if there was more information available on the proposed MLH service model and the difference between medical and school settings for delivering OT/PT services. Chris Shade inquired about what would happen to the current OT/PT employees if the contract was not retained. Superintendent Schneider noted that the HPS contract is with the provider and he could not speak for those employers regarding their employees. John Bonham asked when the new contract would start and Mr. Schneider clarified that the new contract would be in place for the 2021-2022 school year.

After much discussion, Board members thanked everyone for their comments and for competitive bids from three excellent providers and voted on the amended motion to approve the continuation of OT/PT services by PTSR and CNR for 3 years.

11.7. Approve Tentative 2021 Graduate List - Lawrence Tunks

Approve the 2021 tentative graduate list as presented. This motion, made by Becky Sullivan and seconded by Sharon Brooks, passed.

Jim Boeve: Yea
John Bonham: Yea
Sharon Brooks: Yea
Brent Gollner: Yea
Jodi Graves: Yea
Tracey Katzberg: Yea

Laura Schneider: Yea
Christopher Shade: Yea
Becky Sullivan: Yea

Lawrence Tunks reviewed and recommended approval of the 2021 tentative graduation list. Graduation is contingent on students fulfilling all requirements. Mr. Tunks noted 280 of 297 are expected to graduate including those who completed their graduation requirements in December 2020.

11.8. CONSENT AGENDA - David Essink

Motion to approve the Consent Agenda as presented. This motion, made by Laura Schneider and seconded by Brent Gollner, passed.

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

Mr. Essink gave update on COVID vaccine for employees. Thus far over half of staff requesting the vaccine have received it and all others are scheduled to receive it this week.

Mr. Essink recommended approving the consent agenda for March as presented. He noted the addition of recommendation to hire Assistant Director of Special Education added to agenda. Mr. Essink highlighted four retirees and their years of service. Jalaene Choquette, 43 years; Chris Schafer, 26 years; Pat Kleier, 18 years; and Pat Schultz, 5 years. We appreciate all of their years of service.

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

Haley Tryon, of 522 E 6th Street, thanked Board members for listening to the public and approving the continuation of OT/PT services with Physical Therapy and Sports Rehab and Central Nebraska Rehab.

13. DATES OF FUTURE BOARD MEETINGS - Jim Boeve

President Boeve reminded Board Members of upcoming meetings for April.

14. MEDIA SPOKESPERSON - Jim Boeve

President Boeve announced Tracey Katzberg will serve as the media spokesperson.

15. ADJOURNMENT - Jim Boeve

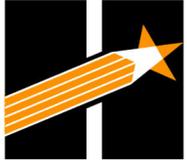
Motion to adjourn meeting. This motion, made by Laura Schneider and seconded by Brent Gollner, passed.

Jim Boeve: Yea
John Bonham: Yea

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

Meeting adjourned at 8:14 p.m.

David Essink, Board Secretary



HASTINGS
PUBLIC SCHOOLS

Assuring the essential.
Expanding the possible.

Hastings Public Schools
Work Session Minutes

March 4, 2021 6:00 PM

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

The meeting was advertised in the Hastings Tribune on Wednesday, February 24, 2021

President Boeve called the meeting to order.

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

1. Roll Call

Others in attendance: Jeff Schneider, Superintendent of Schools; Denise Behrends, Secretary to the Superintendent; Terry Julian, Technology Facilitator; David Essink, Director of Human Resources & Operations; Dr. Kandace Garwood, Director of Special Education; Lawrence Tunks, Director of Learning; Trent Kelly, Director of Technology & Operations; Deb Lyons, HEA President; Tony Hermann, Hastings Tribune; Cara Beckenhauer, Lincoln Elementary Principal; Jenna Jorgensen, Middle School Teacher; Amy Kelly, Hawthorne Elementary Principal; Kailey Rayburn, Lincoln Elementary Teacher; Becky Katzberg, Alcott Instructional Facilitator; Shelli Pfeifer, Middle School Principal

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 welcomed HEA Representatives and asked those in attendance to introduce themselves.

4. Review Board Norms/Goal - Jim Boeve

There were no Board member comments.

5. Information on "Spotlight on Learning" - Jeff Schneider

Superintendent Schneider informed Board members that Amy Kelly, Hawthorne Elementary Principal, will present this month's spotlight on learning.

6. Legislative Update - Jeff Schneider

Superintendent Schneider gave update on LB408, the bill passed out of committee. As mentioned last month the bill is bad for schools and cities and would only end up providing minimal individual property tax relief. GNSA will concentrate heavily on this bill. Sharon Brooks mentioned another bill she was tracking, it would completely overhaul school funding system and eliminate local controls.

7. School Improvement Update - Lawrence Tunks

Lawrence Tunks gave an overview on the accreditation process. HPS will be going through required (Rule 10) accreditation process this spring. The accreditation process occurs every 5 years. He noted there are multiple ways to achieve accreditation. HPS is using Cognia (formerly AdvancEd) to achieve accreditation. April 19-21 is the scheduled accreditation review. The review will be conducted virtually as opposed to the typical in-person review panel.

Mr. Schneider stated that Mr. Tunks has devoted a great deal of time and effort to lead the process. It is an important process and will be a great learning experience for the District. Formal feedback will be available to the board at the conclusion of the review process.

President Boeve asked if board members will be part of the process as in past years. Mr. Tunks indicated that board members will be involved and he is still working through logistics and scheduling with Cognia.

Brent Gollner asked if it will build on the AdvancEd process and recommendations from the review process five years ago. Process will be similar, but it will be completely independent from any prior reviews.

8. Classified Staff Pay Increases - David Essink

David Essink reviewed the proposed classified staff pay increase request. An increase of 3.41% is being proposed to match certificated staff increases, or a \$1.00/hour increase, whichever is greater. The intent is to make a positive step toward bringing classified wages up to attract and maintain quality candidates.

9. Classified Salary Schedule/Appendix A proposal - David Essink

David Essink shared the current and proposed Appendix A for starting wages of classified employees. He noted that no current employee would make less than what a new hire is making. Mr. Essink highlighted some building Administrative Assistant (formerly secretary) and Head Custodial positions were moved up by a larger amount to bring those more in line with similar positions.

Mr. Essink also shared the proposed nurse salary schedule. This schedule is based on the teacher salary schedule and will adjust accordingly each year. President Boeve asked if the nurse positions were 9-month or all year around. Mr. Essink confirmed nurses would work 185 days, similar to a teacher contract. Becky Sullivan asked if there was a salary gap between LPN and RN. The LPN position is still an hourly rate, RN would be on the new nurse salary schedule and would have at least a \$5.00/hour rate above and LPN depending on placement.

Becky Sullivan inquired about why there was no range listed for the interpreter starting salary and David Essink noted there are no full time interpreters, this a set hourly rate of pay. Ms.

Sullivan also asked if there is an end point on the salary schedule. Mr. Essink confirmed there is no end point, employees who stay with the District can go above the starting range through annual increases. Currently there is no cap on the classified salary plan.

Brent Gollner expressed his thanks to Mr. Essink, being one of the larger employers in town he appreciates the hard work on this process and hopes it will attract more quality candidates.

10. Approve second reading of revised Policy 403.04 - Professional Boundaries Between Employees and Students - Jeff Schneider

Superintendent Schneider will recommend approval of revised policy 403.04 regarding professional boundaries between employees and students. Mr. Schneider noted there were no changes from first reading in February.

11. Approve Option Limits for 2021-2022 - Jeff Schneider

Superintendent Schneider reviewed the option enrollment limits for 2021-2022. It remains similar to previous years based on projections and prior enrollment trends.

President Boeve confirmed the limits only pertain to option enrollment students, not residents of the district.

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

Trent Kelly presented two bids for Chromebooks. Mr. Kelly will recommend approval of the bid from Computer Hardware in the amount of \$143,318.50. Bid is for 650 Chromebooks to replace K-12 laptops that are 6+ years old.

Becky Sullivan asked if the same machine is quoted on both bids and Mr. Kelly confirmed that they are the same type of Chromebooks.

President Boeve asked if incoming freshman will bring their laptop from Middle School or do they get new laptop for their years at Senior High. He also asked what happens to the laptop when a senior graduates. Mr. Kelly explained that they are still working out the details but hope to have a full rotation and schedule with the addition of the new laptops. They are recycling and repairing older laptops as much as possible.

13. Approve Morton Change Order #1 - Trent Kelly

Trent Kelly reviewed Morton Change order #1 in the amount of \$8,982.00. The change order is for doors and hardware to meet fire code requirements.

Sharon Brooks asked if these are new fire codes that could pose a challenge at other buildings. Mr. Kelly noted that it was an existing code that was interpreted differently before.

Brent Gollner inquired about the cost of building equipment and materials increasing and could we see more change orders due to increased costs. Trent explained that the project was awarded as a design/build bid so they have to cover the contract at the bid price. If anything major happened, all contracts are bonded and could be last resort to recover unexpected costs.

14. Approve Wireless Network bid - Trent Kelly

Trent Kelly reviewed the wireless network bids to replace 7-9 year-old access points at Senior High and Middle School. The new network will provide necessary bandwidth needed to cover the increased devices added to the network. Mr. Kelly will recommend the PineCove consulting bid in the amount of \$136,147.45.

Laura Schnieder asked about the point scale listed on the bid worksheet and Mr. Kelly explained 1-5 point scale is a requirement of eRate and is based on service and quality criteria. 5 is the highest score. Mrs. Schneider also asked about the different products listed and Trent Kelly noted they are all compatible products. He also noted the eRate will likely approve and pay for 80% of the cost

Sharon Brooks inquired about room to grow and flexibility to add more devices to the network. Mr. Kelly explained they account for a 4-5% overage for growth.

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

David Essink reviewed the proposed Middle School/Senior High fee list. All fees will increase by \$5.00, except for laptop fee and activity fees, which will remain the same.

President Boeve asked if there is assistance for fees. David Essink explained if family qualifies for free/reduced lunch prices the fees can also be waived. Superintendent Schneider also noted that fees have not increased in many years.

Vice President Bonham expressed that he would like to look at moving to full electronic fee processing. Trent Kelly stated it is possible but there would be logistics to work out and fees involved. Mr. Schneider explained currently if parents pay online, there is 3% fee that is paid by the parent, however after proposed increase of fees, HPS will cover the processing fees. Sharon Brooks and Mr. Kelly echoed the need to be prepared with a back up plan if network is down. Online payments can be done and would eliminate waiting lines and be helpful to eliminate accounting for cash.

Sharon Brooks asked if there would be inequity issues for families that may only have access to cash and not electronic means of payment. Superintendent Schneider stressed that we would work with families and no child would ever be excluded from eating meals or participating in an activity due to non-payment of fees.

Mr. Essink reviewed the proposed increase of 10 cents for lunch and 3 cents for milk. He noted the lunch prices have not increased for at least 3 years. John Bonham asked if the state mandate any of the pricing. Superintendent Schneider explained there are some state waivers and options that have been used in the past. David also noted that reduced meal costs are under federal regulation.

David Essink informed Board members that we received a 1-year waiver for bidding the lunch program.

16. Approve OT/PT Bid - Kandace Garwood

Dr. Kandace Garwood reviewed the OT/PT bids. The bid proposals are for a 3-year period. Bids were received from Mary Lanning Healthcare (MLH), Physical Therapy and Sports Rehab (PTSR), and Central Nebraska Rehab (CNR). Dr. Garwood went through billable hours to come up with an estimated overall cost and will be recommending approval of the Mary

Lanning Healthcare bid.

Becky Sullivan asked Dr. Garwood to explain the chart. Kandace explained that MLH bid both OT & PT, while PTSR and CNR each bid one service. The rates for PTSR and CNR are based on the state allowable rate, less a discount. The MLH bid proposes a set rate.

Jodi Graves asked if the bid is only for the hourly rates and Dr. Garwood confirmed. Kandace noted the overall cost was an estimate based on historical billable hours. Sharon Brooks asked if we think state reimbursement rate will keep up with the bid rates, while Jodi Graves asked if MLH was committing to the set rate for 3 years. Dr. Garwood explained the bid rates were for 3 years and would not exceed the state reimbursement rates. State rates typically increase \$1.00/hr each year.

Mr. Schneider noted that PTSR has had a relationship with HPS for 20 years and CNR for 28 years. He also emphasized the relationship with MLH over the years, such as providing an athletic trainer for the District.

Brent Gollner mentioned that we used to contract with ESU 9 for other services and wondered if this would be something we should consider bringing in house as opposed to contracting out. Dr. Garwood and Superintendent Schneider believe the cost would be greater and consistency would be a question, for example we would not have a suitable backup/substitute plan for OT/PT which is different than teaching services we brought in house from ESU 9. Mr. Schneider also pointed out that these are special education services that we are required to provide for students with IEP.

Laura Schneider asked if OT/PT services are provided year around and Kandace explained it is primarily during the school year but some students do get extended year services as directed by their IEP.

17. Approve Tentative 2021 Graduate List - Lawrence Tunks

Lawrence Tunks reviewed the 2021 tentative graduation list. It is contingent on students fulfilling all requirements. Laura Schneider asked the total number of graduates and Mr. Tunks noted 280 of 297 are expected to graduate including those who completed their graduation requirements in December 2020.

18. *Consent Agenda - David Essink

David Essink started with a COVID vaccination update. 75% of staff signed up for vaccine. Last Friday, February 26th a total of 53 staff members received first dose of the Moderna vaccine. 130 doses of the Johnson & Johnson single-dose vaccine will be administered on Friday, March 5th. Those with self-reported underlying health conditions have gotten first priority, then we have prioritized by age older to younger.

Mr. Essink reviewed the consent agenda for March and highlighted four retirees and their years of service. Jalaene Choquette, 43 years; Chris Schafer, 26 years; Pat Kleier, 18 years; and Pat Schultz, 5 years. We appreciate all of their years of service. He also reviewed current vacant positions and noted the ongoing struggle to find paraeducators.

19. Reminders - Jim Boeve

President Boeve reminded Board members of upcoming meeting on Monday, March 8th.

20. Reports, etc., at Board Meeting - Jim Boeve
There were no Board reports at this time.

21. Executive Session - Jim Boeve
Motion to go into closed session at 7:11 pm. This motion, made by Laura Schneider and seconded by Brent Gollner, passed.

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

22. The Board of Education returned to Open Session at 7:53 p.m. - Jim Boeve
Board went into Executive session at 7:15 p.m. and returned to Open Session at 7:53 p.m.

23. Adjournment - Jim Boeve
Motion to adjourn meeting at 8:15 pm. This motion, made by Laura Schneider and seconded by Brent Gollner, passed.

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

David Essink, Board Secretary

ACTIVIEY FUND 4-21

| Check Number | Date | Payee | Amount |
|--------------|-----------|--------------------------------|------------|
| 11207 | 3/31/2021 | ACINO, KARA | \$70.75 |
| 11208 | 3/31/2021 | ADAMS, ANDREW LO | \$70.88 |
| 11254 | 4/1/2021 | APPLE, INC | \$598.00 |
| 11209 | 3/31/2021 | ARNOLD MOTOR COMPANY | \$158.39 |
| 11123 | 3/3/2021 | BARISTA'S OF HASTINGS, LLC | \$2,300.00 |
| 11210 | 3/31/2021 | BARTUNEK, JADE | \$26.36 |
| 11155 | 3/10/2021 | BELLEVUE WEST | \$160.00 |
| 11211 | 3/31/2021 | BERKE, SARAH | \$75.00 |
| 11212 | 3/31/2021 | BIERE, DIANE MS | \$95.90 |
| 11170 | 3/17/2021 | BIG DALLY'S DELI | \$207.68 |
| 11213 | 3/31/2021 | BIG G ACE | \$37.07 |
| 11214 | 3/31/2021 | BORER, STEVE J. | \$175.00 |
| 11215 | 3/31/2021 | BRADLEY, CHRISTIAN | \$150.00 |
| 11124 | 3/3/2021 | BREAULT, NANCY | \$144.00 |
| 11156 | 3/10/2021 | CALLAHAN, KAREN N HA | \$194.42 |
| 11255 | 4/1/2021 | CANADA, SARAH | \$45.44 |
| 11217 | 3/31/2021 | CASH | \$500.00 |
| 11216 | 3/31/2021 | CASH | \$500.00 |
| 11189 | 3/24/2021 | CASH | \$500.00 |
| 11188 | 3/24/2021 | CASH | \$500.00 |
| 11172 | 3/17/2021 | CASH | \$750.00 |
| 11171 | 3/17/2021 | CASH | \$500.00 |
| 11157 | 3/10/2021 | CASH | \$500.00 |
| 11125 | 3/3/2021 | CENTURA PUBLIC SCHOOL | \$56.00 |
| 11218 | 3/31/2021 | CHURCH, LEAH | \$75.00 |
| 11158 | 3/10/2021 | COMPETITIVE EDGE | \$900.00 |
| 11219 | 3/31/2021 | CONRAD, ASHLEY | \$29.99 |
| 11173 | 3/17/2021 | CORR, PAIGE | \$125.00 |
| 11126 | 3/3/2021 | CORR, PAIGE | \$75.00 |
| 11220 | 3/31/2021 | DETERMAN, ALEXIS | \$75.00 |
| 11159 | 3/10/2021 | EILEENS COLOSSAL COOKIES, INC. | \$93.75 |
| 11127 | 3/3/2021 | ELMWOOD MURDOCK HS | \$99.43 |
| 11174 | 3/17/2021 | EVERSON, MELISSA | \$129.99 |
| 11128 | 3/3/2021 | FIELDER, JIM SH | \$32.01 |
| 11129 | 3/3/2021 | FISHELL, AUGUST | \$81.00 |
| 11190 | 3/24/2021 | FRANKLIN HIGH SCHOOL | \$125.00 |
| 11191 | 3/24/2021 | FUNDRAISING UNIVERSITY | \$3,020.00 |
| 11221 | 3/31/2021 | GILLHAM, CLARISSA SH | \$66.20 |
| 11175 | 3/17/2021 | GILLHAM, CLARISSA SH | \$59.81 |
| 11222 | 3/31/2021 | GOFF, ROBERT | \$140.00 |
| 11223 | 3/31/2021 | GRAND ISLAND SENIOR HIGH | \$135.00 |
| 11130 | 3/3/2021 | HAMPTON INN-AKSARBEN | \$1,491.13 |

ACTIVIEY FUND 4-21

| | | | |
|-------|-----------|----------------------------------|------------|
| 11192 | 3/24/2021 | HANSEN, EMILY | \$50.00 |
| 11193 | 3/24/2021 | HASTINGS PUBLIC SCHOOLS | \$350.00 |
| 11194 | 3/24/2021 | HAUFF SPORTING GOODS | \$852.06 |
| 11224 | 3/31/2021 | HENLEY, WILLIAM | \$85.00 |
| 11131 | 3/3/2021 | HEPNER, CONNIE | \$148.50 |
| 11195 | 3/24/2021 | HIGGINS, TIM | \$130.00 |
| 11176 | 3/17/2021 | HOLIDAY INN EXPRESS - HASTINGS | \$99.95 |
| 11196 | 3/24/2021 | HOPPE, JILL MS | \$80.73 |
| 11197 | 3/24/2021 | IDEAL IMAGES | \$665.00 |
| 11160 | 3/10/2021 | IMPACT APPLICATIONS, INC | \$120.00 |
| 11177 | 3/17/2021 | INK CREDIBLE INC. | \$1,118.50 |
| 11225 | 3/31/2021 | INSTRUMENTALIST AWARDS, LLC | \$27.50 |
| 11226 | 3/31/2021 | ITZEN, BRIAN | \$224.54 |
| 11161 | 3/10/2021 | JACOBSON, STEPHANIE MS | \$53.56 |
| 11162 | 3/10/2021 | JAEGER SPORTS | \$450.70 |
| 11227 | 3/31/2021 | JELDEN, RACHEL | \$130.00 |
| 11132 | 3/3/2021 | JOHNSEN, MOLLY | \$463.50 |
| 11178 | 3/17/2021 | JORGENSEN, JENNA MS | \$57.49 |
| 11228 | 3/31/2021 | KEARNEY HIGH SCHOOL | \$120.00 |
| 11229 | 3/31/2021 | KIMLE, MICHELLE MS | \$133.22 |
| 11133 | 3/3/2021 | KLAMM, RICHARD W. JR. | \$405.00 |
| 11134 | 3/3/2021 | KNAPPLE, FRED MS | \$120.00 |
| 11163 | 3/10/2021 | KUCERA, TAMI | \$103.01 |
| 11230 | 3/31/2021 | KULLY PIPE & STEEL CO | \$988.08 |
| 11135 | 3/3/2021 | KULLY PIPE & STEEL CO | \$128.52 |
| 11198 | 3/24/2021 | LEMON & CO., LLC | \$150.00 |
| 11199 | 3/24/2021 | LINDEN, JON | \$130.00 |
| 11200 | 3/24/2021 | LITTLE CAESARS - HASTINGS | \$112.00 |
| 11179 | 3/17/2021 | LITTLE CAESARS - HASTINGS | \$65.00 |
| 11231 | 3/31/2021 | LUNCHTIME SOLUTIONS, INC | \$280.60 |
| 11256 | 4/1/2021 | LYON, ASHLEY | \$150.00 |
| 11136 | 3/3/2021 | MAREDY FUNDRAISING, INC | \$135.00 |
| 11233 | 3/31/2021 | MASER, ADAM | \$270.00 |
| 11137 | 3/3/2021 | MASER, ADAM | \$240.00 |
| 11138 | 3/3/2021 | MELROSEMAC | \$174.00 |
| 11234 | 3/31/2021 | MENARDS | \$1,167.14 |
| 11235 | 3/31/2021 | MOODY, GRANT | \$130.00 |
| 11139 | 3/3/2021 | NEBRASKA DECA SCDC | \$300.00 |
| 11236 | 3/31/2021 | NEBRASKA DECA - GRAFTON & ASSOC. | \$100.00 |
| 11237 | 3/31/2021 | NGUYEN, NANCY | \$170.00 |
| 11140 | 3/3/2021 | NICHOLS, DALLAS | \$85.50 |
| 11201 | 3/24/2021 | NORTH PLATTE HIGH SCHOOL | \$330.00 |
| 11141 | 3/3/2021 | NORTH PLATTE ST. PATS HS | \$105.97 |

ACTIVIEY FUND 4-21

| | | | |
|-------|-----------|--------------------------|------------|
| 11180 | 3/17/2021 | NOVA FITNESS EQUIPMENT | \$168.25 |
| 11142 | 3/3/2021 | NSAA | \$423.85 |
| 11143 | 3/3/2021 | O'DEY, TIM | \$67.00 |
| 11164 | 3/10/2021 | O'REILLY AUTO PARTS | \$155.42 |
| 11181 | 3/17/2021 | OCHSNER, BRITTANY | \$17.02 |
| 11165 | 3/10/2021 | OSWALD, AARON MS | \$56.71 |
| 11238 | 3/31/2021 | PEDROZA, CHRIS | \$309.47 |
| 11239 | 3/31/2021 | PETERSON, MASHAYLLA | \$255.00 |
| 11240 | 3/31/2021 | PHUONG, CHRISTINE | \$24.01 |
| 11182 | 3/17/2021 | PRODUCTIVITY INC | \$128.75 |
| 11241 | 3/31/2021 | RAMIREZ, JOSE | \$140.00 |
| 11202 | 3/24/2021 | RIVERSIDE GOLF COURSE | \$240.00 |
| 11242 | 3/31/2021 | ROESLER, ALAN | \$155.00 |
| 11243 | 3/31/2021 | RUSS'S IGA | \$426.29 |
| 11144 | 3/3/2021 | SAMS CLUB DIRECT | \$562.88 |
| 11145 | 3/3/2021 | SCHWARTZ, JEFFREY C. | \$81.00 |
| 11244 | 3/31/2021 | SHERWIN-WILLIAMS CO | \$78.97 |
| 11245 | 3/31/2021 | SHIRT SHACK- HASTINGS | \$2,533.55 |
| 11203 | 3/24/2021 | SHIRT SHACK- HASTINGS | \$655.22 |
| 11183 | 3/17/2021 | SHIRT SHACK- HASTINGS | \$136.00 |
| 11166 | 3/10/2021 | SHIRT SHACK- HASTINGS | \$965.75 |
| 11246 | 3/31/2021 | SMALL TOWN FAMOUS- | \$717.60 |
| 11146 | 3/3/2021 | SMALL TOWN FAMOUS- | \$503.00 |
| 11247 | 3/31/2021 | SMITH, NEELY | \$75.00 |
| 11167 | 3/10/2021 | SPORTS INFORMATION MEDIA | \$113.00 |
| 11147 | 3/3/2021 | STICKELS, TROY | \$240.00 |
| 11248 | 3/31/2021 | STROMAN, TIMOTHY M | \$130.00 |
| 11148 | 3/3/2021 | STROMER, BRIANNAH | \$100.00 |
| 11204 | 3/24/2021 | STRONG, STEPHANIE WA | \$151.63 |
| 11249 | 3/31/2021 | SUPERIOR HIGH SCHOOL | \$60.00 |
| 11250 | 3/31/2021 | SYNCB/AMAZON | \$1,112.31 |
| 11184 | 3/17/2021 | T'DANCE | \$33.75 |
| 11149 | 3/3/2021 | TEETOR DENISE SH | \$81.00 |
| 11205 | 3/24/2021 | TENNIS COURT SUPPLY | \$792.63 |
| 11150 | 3/3/2021 | THAUT, GREGORY | \$405.00 |
| 11151 | 3/3/2021 | TICKLE, ROD | \$63.00 |
| 11152 | 3/3/2021 | TOWNEPLACE SUITES | \$1,128.00 |
| 11185 | 3/17/2021 | TRAPPED DOWNTOWN, LLC | \$495.00 |
| 11206 | 3/24/2021 | UNK ATHLETICS | \$70.00 |
| 11186 | 3/17/2021 | US BANK | \$2,933.76 |
| 11168 | 3/10/2021 | US BANK | \$3,115.95 |
| 11187 | 3/17/2021 | VALDES, KAREN D | \$30.86 |
| 11169 | 3/10/2021 | VALDES, KAREN D | \$164.74 |

ACTIVIEY FUND 4-21

| | | | |
|-------|-----------|----------------------------|-------------|
| 11251 | 3/31/2021 | W.G. PAULEY LUMBER COMPANY | \$514.71 |
| 11252 | 3/31/2021 | WILLIAMS, NATHAN | \$130.00 |
| 11153 | 3/3/2021 | WOLF, MARY | \$16.00 |
| 11253 | 3/31/2021 | YANDAS MUSIC | \$130.49 |
| 11154 | 3/3/2021 | YANDAS MUSIC | \$19.65 |
| | | | \$47,175.49 |

GENERAL FUND 4-21

| Check Number | Date | Payee | Amount |
|--------------|-----------|------------------------------------|-------------|
| 132631 | 4/12/2021 | A & E ELECTRIC | \$370.00 |
| 132632 | 4/12/2021 | A.R.M. PROPERTIES, LLC | \$700.00 |
| 132633 | 4/12/2021 | ACKERMAN, LONNIE | \$275.00 |
| 132634 | 4/12/2021 | ADAMS, ANDREW LO | \$15.68 |
| 132635 | 4/12/2021 | ALLEN, LAURA SH | \$14.52 |
| 132636 | 4/12/2021 | ALLENS B & R #32 | \$566.94 |
| 132637 | 4/12/2021 | ALLO COMMUNICATIONS | \$6,264.19 |
| 132615 | 3/19/2021 | ALLO COMMUNICATIONS | \$6,303.10 |
| 132638 | 4/12/2021 | ALPHA REHABILITATION, PC | \$335.19 |
| 132639 | 4/12/2021 | APPLE, INC | \$22,421.00 |
| 132640 | 4/12/2021 | ARMSTRONG, SEAN | \$28.36 |
| 132641 | 4/12/2021 | ARNOLD MOTOR COMPANY | \$157.04 |
| 132642 | 4/12/2021 | AUDIO ENHANCEMENT | \$233.60 |
| 132643 | 4/12/2021 | AUTO GLASS EXPERTS | \$35.00 |
| 132644 | 4/12/2021 | AWARDS UNLIMITED, INC | \$62.47 |
| 132645 | 4/12/2021 | BALFOUR | \$2,192.47 |
| 132646 | 4/12/2021 | BALTHAZOR, MARA N | \$11.50 |
| 132647 | 4/12/2021 | BELIKOVA-ERICKSON, IRINA LO | \$339.22 |
| 132648 | 4/12/2021 | BGNE, INC. | \$1,121.76 |
| 132649 | 4/12/2021 | BIERE, DIANE MS | \$85.56 |
| 132650 | 4/12/2021 | BIG DALLY'S DELI | \$120.60 |
| 132651 | 4/12/2021 | BIG G ACE | \$402.23 |
| 132652 | 4/12/2021 | BINFIELD, JORDAN M | \$57.72 |
| 132653 | 4/12/2021 | BIST/ CORNERSTONES OF CARE | \$600.00 |
| 132654 | 4/12/2021 | BOCKMANN INC. | \$80.00 |
| 132655 | 4/12/2021 | BOSELMAN, INC. | \$112.50 |
| 132656 | 4/12/2021 | BROWN, ANDREA | \$754.90 |
| 132657 | 4/12/2021 | C4 OPERATIONS, LLC | \$289.50 |
| 132658 | 4/12/2021 | CAREY'S PEST CONTROL | \$790.00 |
| 132659 | 4/12/2021 | CARMICHAEL CONSTRUCTION | \$68,309.52 |
| 132616 | 3/19/2021 | CARMICHAEL CONSTRUCTION | \$29,053.44 |
| 132660 | 4/12/2021 | CARP BODE SUBS, INC | \$345.98 |
| 132661 | 4/12/2021 | CARPENTER PAPER CO | \$10,555.72 |
| 132662 | 4/12/2021 | CENTRA CHEMICAL SERVICES | \$2,319.65 |
| 132617 | 3/19/2021 | CENTRAL NEBR REHAB SERVICES | \$22,167.74 |
| 132663 | 4/12/2021 | CENTRAL NEBRASKA BOBCAT | \$7,180.63 |
| 132664 | 4/12/2021 | CHILDREN'S HOSPITAL MEDICAL CENTER | \$250.00 |
| 132665 | 4/12/2021 | CMBA ARCHITECTS | \$2,663.79 |
| 132666 | 4/12/2021 | COMMUNICATIONS ENGINEERING | \$672.00 |
| 132667 | 4/12/2021 | COMPUTER HARDWARE, INC | \$35,688.45 |
| 132668 | 4/12/2021 | CONDITIONED AIR MECHANICALS | \$3,650.00 |
| 132669 | 4/12/2021 | CONSOLIDATED CONCRETE CO. | \$446.26 |

GENERAL FUND 4-21

| | | | |
|--------|-----------|--|-------------|
| 132670 | 4/12/2021 | CORNHUSKER PRESS | \$433.19 |
| 132671 | 4/12/2021 | CORNHUSKER STATE INDUSTRIES | \$303.00 |
| 132672 | 4/12/2021 | CPI/COOPERATIVE PRODUCERS, INC | \$2,782.18 |
| 132673 | 4/12/2021 | CRAIG RESOURCES, INC | \$7,098.78 |
| 132674 | 4/12/2021 | CULLIGAN OF HASTINGS | \$251.15 |
| 132675 | 4/12/2021 | DAS STATE ACCOUNTING - CENTRAL FINANCE | \$232.49 |
| 132676 | 4/12/2021 | DATA MANAGEMENT INC. | \$213.21 |
| 132677 | 4/12/2021 | DAVIS, JEAN | \$27.50 |
| 132678 | 4/12/2021 | DAVIS, TARAH L | \$100.00 |
| 132679 | 4/12/2021 | DEMCO, INC. | \$533.17 |
| 132680 | 4/12/2021 | DETAMORE, STEPHANIE MS | \$74.31 |
| 132681 | 4/12/2021 | DIETZE MUSIC | \$116.96 |
| 132682 | 4/12/2021 | DUTTON-LAINSON | \$318.61 |
| 132683 | 4/12/2021 | EAGLE BUILDING SERVICES, LLC | \$20,284.00 |
| 132684 | 4/12/2021 | EAKES OFFICE SOLUTIONS | \$2,028.96 |
| 132685 | 4/12/2021 | EARL MAY SEED & NURSERY L.C. | \$91.52 |
| 132686 | 4/12/2021 | EARLY CHILD DEVELOPMENT CENTER | \$915.00 |
| 132687 | 4/12/2021 | ECHO ELECTRIC SUPPLY | \$143.69 |
| 132688 | 4/12/2021 | ED SERV UNIT 3 | \$260.00 |
| 132689 | 4/12/2021 | ED SERV UNIT 4 | \$50.00 |
| 132690 | 4/12/2021 | ED SERV UNIT 9 | \$15,526.63 |
| 132618 | 3/19/2021 | ED SERV UNIT 9 | \$6,380.09 |
| 132691 | 4/12/2021 | EGAN SUPPLY COMPANY | \$73.35 |
| 132692 | 4/12/2021 | ENGINEERING TECHNOLOGIES INC | \$6,240.00 |
| 132693 | 4/12/2021 | FAMILY MEDICAL CENTER | \$128.00 |
| 132694 | 4/12/2021 | FIELD PAPER CO | \$32,100.16 |
| 132695 | 4/12/2021 | FLEETPRIDE | \$124.84 |
| 132696 | 4/12/2021 | FLINN SCIENTIFIC INC | \$29.80 |
| 132697 | 4/12/2021 | FOLLETT SCHOOL SOLUTIONS, INC. | \$1,873.43 |
| 132698 | 4/12/2021 | FRONTLINE TECHNOLOGIES GROUP, LLC | \$2,980.59 |
| 132699 | 4/12/2021 | GILMORE & BELL PC | \$1,800.00 |
| 132700 | 4/12/2021 | GRACES LOCKSMITH SERVICE | \$45.00 |
| 132701 | 4/12/2021 | HAMILTON, JEREMY | \$239.20 |
| 132703 | 4/12/2021 | HASTINGS AREA CHAMBER OF COMMERCE | \$500.00 |
| 132702 | 4/12/2021 | HASTINGS AREA CHAMBER OF COMMERCE | \$200.00 |
| 132704 | 4/12/2021 | HASTINGS OUTDOOR POWER, LLC | \$361.75 |
| 132705 | 4/12/2021 | HASTINGS TRIBUNE | \$1,935.68 |
| 132706 | 4/12/2021 | HASTINGS UTILITIES | \$66,158.96 |
| 132619 | 3/19/2021 | HASTINGS UTILITIES | \$92,946.82 |
| 132707 | 4/12/2021 | HATTEN ELECTRIC SERVICE | \$296.45 |
| 132708 | 4/12/2021 | HERMAN, ART | \$43.45 |
| 132620 | 3/19/2021 | HOMETOWN LEASING | \$10,492.92 |
| 132709 | 4/12/2021 | IDEA BANK MARKETING | \$2,431.00 |

GENERAL FUND 4-21

| | | | |
|--------|-----------|-------------------------------------|--------------|
| 132710 | 4/12/2021 | INGRAM LIBRARY SERVICES | \$1,247.06 |
| 132711 | 4/12/2021 | INK CREDIBLE INC. | \$119.00 |
| 132712 | 4/12/2021 | INNOVATIVE OFFICE SOLUTIONS | \$804.42 |
| 132713 | 4/12/2021 | INTEGRATED SECURITY SOLUTIONS | \$1,256.23 |
| 132714 | 4/12/2021 | INTERNATIONAL ACADEMY OF SCIENCE | \$700.00 |
| 132715 | 4/12/2021 | J W PEPPER & SONS INC. | \$774.46 |
| 132716 | 4/12/2021 | JOHNSON, BAILEY - HMS | \$13.91 |
| 132717 | 4/12/2021 | JOHNSON, KAYLA | \$100.63 |
| 132718 | 4/12/2021 | KEELE, WENDY HHS | \$60.00 |
| 132719 | 4/12/2021 | KELLY SUPPLY CO | \$198.58 |
| 132720 | 4/12/2021 | KERR, MICHELLE MS | \$22.75 |
| 132721 | 4/12/2021 | KIMLE, MICHELLE MS | \$156.70 |
| 132722 | 4/12/2021 | KINLEY, JILL | \$124.21 |
| 132723 | 4/12/2021 | KOCH, MARY F WA | \$140.00 |
| 132724 | 4/12/2021 | KREUTZER, CHRISTY | \$243.28 |
| 132725 | 4/12/2021 | KULLY PIPE & STEEL CO | \$967.02 |
| 132726 | 4/12/2021 | LABEL IT INC. / POLYLABEL.COM | \$405.00 |
| 132727 | 4/12/2021 | LAKESHORE LEARNING MATERIALS | \$66.95 |
| 132728 | 4/12/2021 | LANDMARK IMPLEMENT INC. | \$83.31 |
| 132729 | 4/12/2021 | LCL TRUCK EQUIPMENT, INC. | \$32.00 |
| 132730 | 4/12/2021 | LEARNING A-Z | \$118.00 |
| 132731 | 4/12/2021 | LEARNING SCIENCES INTERNATIONAL | \$16,800.00 |
| 132732 | 4/12/2021 | LEYVA, DORA | \$137.50 |
| 132733 | 4/12/2021 | LINDBLAD, SUSAN | \$62.19 |
| ACH | 4/12/2021 | LUNCHTIME SOLUTIONS, INC | \$303,279.68 |
| 132734 | 4/12/2021 | LYNDSEY'S BUILDING BLOCKS DAYCARE | \$2,048.00 |
| 132735 | 4/12/2021 | MARY LANNING HEALTH CARE | \$260.00 |
| 132736 | 4/12/2021 | MAU, SHELLY | \$119.07 |
| 132621 | 3/19/2021 | MCMURRAY, GLENDA LO | \$175.68 |
| 132737 | 4/12/2021 | MENARDS | \$4,735.94 |
| 132738 | 4/12/2021 | MID-STATES AUTOMATION & CONTROL INC | \$286.75 |
| 132739 | 4/12/2021 | MIDWEST RESTURANT SUPPLY | \$320.00 |
| 132740 | 4/12/2021 | MIDWEST TURF & IRRIGATION | \$208.33 |
| 132741 | 4/12/2021 | MORAN, HANNAH | \$16.05 |
| 132742 | 4/12/2021 | MOSAIC- | \$3,824.38 |
| 132743 | 4/12/2021 | MOUSER ELECTRONICS | \$23.65 |
| 132744 | 4/12/2021 | MURRAY CONNIE LO | \$110.45 |
| 132745 | 4/12/2021 | NAPA AUTO PARTS | \$1,829.63 |
| 132746 | 4/12/2021 | NCS PEARSON, INC | \$128.30 |
| 132747 | 4/12/2021 | NE ASSN OF SCHOOL BOARDS | \$100.00 |
| 132748 | 4/12/2021 | NE COUNCIL OF SCHOOL ADMIN | \$62.50 |
| 132749 | 4/12/2021 | NE SAFETY CENTER @ UNK | \$200.00 |
| 132750 | 4/12/2021 | NEBRASKA CENTRAL EQUIPMENT | \$1,465.37 |

GENERAL FUND 4-21

| | | | |
|--------|-----------|--------------------------------------|-------------|
| 132751 | 4/12/2021 | NEBRASKA.GOV | \$100.00 |
| 132752 | 4/12/2021 | NUTRIEN AG SOLUTIONS | \$39.63 |
| 132753 | 4/12/2021 | OERTER NANCY HA | \$173.51 |
| 132754 | 4/12/2021 | OLSON, TERI | \$67.99 |
| 132755 | 4/12/2021 | OMAHA WORLD HEARLD | \$4,380.00 |
| 132756 | 4/12/2021 | OVERDRIVE, INC | \$92.50 |
| 132757 | 4/12/2021 | PASTIME LANES | \$402.00 |
| 132622 | 3/19/2021 | PAYFLEX SYSTEMS USA INC | \$547.40 |
| 132758 | 4/12/2021 | PEDROZA, MELISSA MS | \$83.38 |
| 132759 | 4/12/2021 | PERRY, GUTHERY, HAASE & GESSFORD PC | \$525.00 |
| 132760 | 4/12/2021 | PHYS THERAPY & SPORT REHAB | \$15,215.91 |
| 132623 | 3/19/2021 | PHYS THERAPY & SPORT REHAB | \$12,937.36 |
| 132761 | 4/12/2021 | PIONEER MFG. / PIONEER ATHLETICS | \$2,660.00 |
| 132762 | 4/12/2021 | PIZZA HUT - HASTINGS | \$62.99 |
| 132763 | 4/12/2021 | PLATTE VALLEY COMMUNICATIONS | \$402.80 |
| 132764 | 4/12/2021 | POOH CORNER WEST | \$1,997.00 |
| 132765 | 4/12/2021 | POPPE, NANCY | \$1,162.00 |
| 132766 | 4/12/2021 | PRO-ED, INC. | \$99.00 |
| 132767 | 4/12/2021 | QUALITY SOUND & COMMUNICATIONS | \$495.00 |
| 132768 | 4/12/2021 | QUILL CORPORATION | \$648.67 |
| 132769 | 4/12/2021 | REALLY GOOD STUFF | \$516.26 |
| 132770 | 4/12/2021 | REHAB MART | \$2,242.94 |
| 132771 | 4/12/2021 | REIBER, LYNZEE N | \$8.58 |
| 132772 | 4/12/2021 | REMMERS KIM | \$15.00 |
| 132773 | 4/12/2021 | RIVOLI THEATRE | \$40.00 |
| 132774 | 4/12/2021 | RUNDLE, JOCELYN H.START | \$138.87 |
| 132775 | 4/12/2021 | RUSS'S IGA | \$387.04 |
| 132776 | 4/12/2021 | RUTTS HEATING & AIR CONDITIONING INC | \$6,719.00 |
| 132777 | 4/12/2021 | SAPP BROS PETRO GRAND ISLAND | \$135.80 |
| 132778 | 4/12/2021 | SCHNEIDER, JEFF | \$112.00 |
| 132779 | 4/12/2021 | SCHOLASTIC BOOK FAIRS - 8 | \$2,121.29 |
| 132780 | 4/12/2021 | SCHOLASTIC, INC - | \$14,018.55 |
| 132781 | 4/12/2021 | SCHOOL MATE | \$162.50 |
| 132782 | 4/12/2021 | SCHOOL SPECIALTY | \$707.45 |
| 132783 | 4/12/2021 | SCHOOL SPECIALTY/CLASSROOM DIRECT | \$85.99 |
| 132784 | 4/12/2021 | SEIZYS, MICHELLE | \$49.95 |
| 132785 | 4/12/2021 | SHERWIN-WILLIAMS CO | \$431.25 |
| 132786 | 4/12/2021 | SHRIVER, SHARON A. | \$1,518.00 |
| 132787 | 4/12/2021 | SMITH, DEANN L HA | \$193.49 |
| 132788 | 4/12/2021 | SMITH, HEIDI | \$21.60 |
| 132789 | 4/12/2021 | SOUTH CENTRAL BEHAVIORIAL SERVICES | \$1,060.00 |
| 132624 | 3/19/2021 | SOUTH CENTRAL BEHAVIORIAL SERVICES | \$2,900.00 |
| 132790 | 4/12/2021 | SOUTHWORTH, PAULA D. | \$2,053.88 |

GENERAL FUND 4-21

| | | | |
|--------|-----------|------------------------------------|--------------|
| 132791 | 4/12/2021 | STAPLES ADVANTAGE | \$1,225.62 |
| 132625 | 3/19/2021 | STATE OF NEBRASKA | \$30.00 |
| 132626 | 3/19/2021 | STATE OF NEBRASKA DEPT OF LABOR LI | \$1,528.13 |
| 132792 | 4/12/2021 | STELLING BRASS & WINDS INC. | \$275.00 |
| 132793 | 4/12/2021 | STODDARD, JAYSON | \$1,045.28 |
| 132794 | 4/12/2021 | STRAATMANN, STONEY | \$152.00 |
| 132795 | 4/12/2021 | STRONG, STEPHANIE WA | \$63.06 |
| 132796 | 4/12/2021 | SUNBELT RENTALS | \$272.14 |
| 132797 | 4/12/2021 | SWAYZE, AMY | \$232.21 |
| 132798 | 4/12/2021 | SYNCB/AMAZON | \$6,692.75 |
| 132799 | 4/12/2021 | SZLANDA, TOM | \$94.32 |
| 132800 | 4/12/2021 | THE HOME DEPOT PRO | \$874.03 |
| 132801 | 4/12/2021 | TOOFAST SUPPLY | \$85.00 |
| 132802 | 4/12/2021 | UNL-LINCOLN | \$1,100.00 |
| 132627 | 3/19/2021 | US BANK | \$3,274.49 |
| 132803 | 4/12/2021 | VALDES, KAREN D | \$48.24 |
| 132804 | 4/12/2021 | VERIZON WIRELESS | \$1,102.46 |
| 132805 | 4/12/2021 | VIAERO WIRELESS | \$356.80 |
| 132806 | 4/12/2021 | W.G. PAULEY LUMBER COMPANY | \$419.14 |
| 132807 | 4/12/2021 | WEIDT, SHARON | \$30.74 |
| 132808 | 4/12/2021 | WEST MUSIC COMPANY | \$221.53 |
| 132809 | 4/12/2021 | WESTERN PSYCHOLOGICAL SERVICES | \$73.70 |
| 132810 | 4/12/2021 | WITTE, LYNDSY | \$3.19 |
| ACH | 4/12/2021 | WOODWARD'S DISPOSAL | \$3,566.00 |
| 132811 | 4/12/2021 | YANDAS MUSIC | \$571.95 |
| 132812 | 4/12/2021 | YMCA | \$9,602.48 |
| | | | \$961,707.89 |

GOOD NEWS

1. A group of Middle School students did a “Coffee for COVID” campaign and raised \$2300 to give to Barista’s to provide free coffee for health care workers!
2. The following students qualified for State Speech Competition:
Oral Interpretation of Drama - Ali Chipps, Christine Phuong, Charity Marino and Bekah Evans
Informative Speaking - Ali Chipps
Extemporaneous Speaking – Wyatt Russell
Duet Acting – Jake Braun and Abbie Faris
3. The following students qualified for State FPS Competition.
Junior Division:
Watson Team: Emma Leonard, Andrew Peeler, Lily Penn, Griffin Baack, alt: Stella Thomsen.
Watson Team: Vivienne Turner, Lyla Russell, Ella Tinsman, Wesley Bryant, alt: Freddy Schmidt
6th Grade Team: Sophia Reynolds, Zara Osgood, Manon Buderus, Faith Kucera,

6th Grade Individuals: Zara Osgood, Sophia Reynolds, Natalie Warner

Middle Division:
7th Grade Team: Samuel Tunks, Matthew Brailita, Dilsia Colindres Fonseca, Trevin Rutt
8th Grade Team: Keira Erickson, Avery Lowther, Rebekah Muske, Kaitlyn Drake
9th Grade Team: Abby Fielder, Kelyn Henry-Perlich, Conner Wademan

7th Grade Individual: Dilsia Colindres Fonseca
4. Congratulations to State DECA medalists. Grace Ballou earned first place in Principles of Finance. The team of Nicholas Tullis and Olivia Kucera earned eighth place in Hospitality Team Decisions Making.
5. The following students from Alcott, Hawthorne and Lincoln were selected for the Student Art Exhibit at Educational Service Unit 9 and will be on display for the next two years: Kennedy Bruckman, Cara Dever, Luis Vazquez Farfan, Alivia George, Ce’Rayah Goodell-Plugge, Caitlyn Harris, Calista Harris, Lily Hays, Sydney Head, Jen Huynh, Tanner Kauffman, Ellie Krueger, Jazmin Martinez, Kaylin Mick, Leilani Molina, James Peck, Arria Prattini, Ezekiel Pruitt, Sebastian Pruitt, Cristian Rodriguez, Madison Shaw, Ashlynn Straatmann, Ryker Timmerman, Layla Tolson, Yithel Guerrero Vasquez, Myles West, Sebastian Wright.
6. Watson Student Council exceeded their 700-bpx goal of collecting boxes of cereal for the March to Stop Hunger. 1,000 boxes of cereal will be donated to the Community Action Program in Hastings.

**CONGRATULATIONS TO THE FOLLOWING
HASTINGS PUBLIC SCHOOLS STAFF
WHO HAVE BEEN NOMINATED FOR THE
2021 EDUCATOR OF THE YEAR / YOUNG EDUCATOR OF THE YEAR**

| | | |
|--|---|--|
|  Jade Bartunek Watson Kindergarten |  Diane Biere Middle School English |  Crystal Cassada Hawthorne Preschool |
|  Deanna Dirks Middle School Reading |  Carol Fitzgerald Lincoln English Learners |  Kylee Griesen Watson Counselor |
|  Charleen Himmelberg Watson/Longfellow Art |  Racquel Hunsley Watson Grade 1 |  David Johnson Senior High Social Studies |
|  Jennifer Karl Alcott Grade 1 |  Becki Kulwicky Lincoln Instructional Facilitator/Title I |  Olivia Loetterle Longfellow Kindergarten |
|  Krista Niederklein Watson Special Education Skills III |  Kailey Rayburn Lincoln Grade 2 |  Emily Reimer Lincoln Grade 3 |
|  Karlene Scharff-Reed Lincoln Grade 1 |  Amber Schultz Watson Special Education ED |  Stephanie Story Watson Special Education |
| |  Karen Valdes Middle School Reading | |

AGREEMENT FOR LOAN OF EMPLOYEE

This Agreement is made by and between Adams County School District 01-0018, a/k/a Hastings Public Schools (hereinafter referred to as "HPS"), and The Foundation for the Hastings Public Schools (hereinafter referred to as "THE FOUNDATION"). HPS has as its primary place of business 1924 West A Street, Hastings, Nebraska 68901. THE FOUNDATION has as its primary place of business 1924 West A Street, Hastings, Nebraska 68901. The addresses of the parties may be changed from time to time by providing notice to the other party. This Agreement supersedes any previous agreements by the parties regarding the loan of an employee.

WHEREAS, the parties hereto desire to cooperate with each other on the basis of mutual advantage to provide an HPS employee (hereinafter referred to as 'The Loaned Employee') for THE FOUNDATION's use to assist it in its mission to support HPS; and

WHEREAS, in the past, HPS has benefited from its relationship with THE FOUNDATION and wishes to continue to foster that relationship into the future; and

WHEREAS, HPS recognizes that the School District will receive additional positive benefits through a Loaned Employee Program (the "Program") with THE FOUNDATION:

NOW, THEREFORE, in consideration of the mutual promises of the parties hereto, it is agreed as follows:

1. TERM OF THE AGREEMENT. Except as otherwise provided herein, this Agreement shall commence on March 22, 2010, and continue through August 31, 2010 (the "Initial Term"), and shall, thereafter, automatically renew for additional one-year terms ("Renewal Term(s)"), with the initial Renewal Term to commence September 1, 2010, and end on August 31, 2011, and all subsequent Renewal Terms to commence September 1 of each year and end on August 31 of each year thereafter.

2. EMPLOYMENT STATUS OF LOANED STAFF PERSON. HPS, in its sole and absolute discretion, retains the right to hire, employ, and terminate the employment of the Loaned Employee. The Loaned Employee in the Program shall remain a classified "at-will" staff member of HPS during the term of this Agreement, subject to all terms and conditions of employment of HPS for such class of employee to which the Loaned Employee is ultimately assigned by the HPS Superintendent of Schools. The Loaned Employee shall receive his/her full compensation and benefits from HPS and shall be under the primary supervision of the HPS Director of Human Resources and the general supervision of the HPS Superintendent of Schools. HPS shall develop job descriptions for the Loaned Employee, which may be amended from time to time.

3. USE OF LOANED EMPLOYEE. The Loaned Employee will be made available to THE FOUNDATION for purposes of fulfilling its mission of supporting HPS. The Loaned Employee will be available to THE FOUNDATION during the period of this Agreement at the full time equivalency (F.T.E.) and at times mutually agreeable to, and as assigned by, HPS. The Program Administrators of HPS and THE FOUNDATION shall, from time to time, cooperate and use their best efforts to develop a mutually agreeable Program arrangement for the Loaned Employee.

4. PAYMENT AND BILLINGS. THE FOUNDATION agrees to, and shall reimburse HPS for, the actual costs of 82% of the Loaned Employee's salary (Executive Director) and benefits incurred by HPS. For illustration purposes, the calculation of such costs on an annual full-time (12-month) basis is currently estimated as follows:

| | |
|---------------------------|--|
| Anticipated F.T.E. Split: | Based on Percentage of Total Cost for Position |
| | Total Estimated Cost w/SS & Retirement = \$64,350 |
| | Contract with Foundation = \$52,767 Annually/\$4397.25 per Month (82%) |

Such costs and the required reimbursement of THE FOUNDATION hereunder are subject to change at any time during the Initial Term or any Renewal Term of this Agreement at such time as the Loaned Employee's salary and benefits with HPS change or increase. Unless otherwise mutually agreed by the Program Administrators, HPS shall prepare billing statements during the Initial Term or any Renewal Term, as it deems necessary, for timely reimbursement purposes and forward them to THE FOUNDATION at the address listed in this Agreement. THE FOUNDATION agrees that it will remit, within thirty (30) days of the receipt of a billing statement, the reimbursement amount due consistent with the terms of this Agreement. The Program Administrators may, from time to time, examine the F.T.E. split and THE FOUNDATION's contribution as provided herein and use their best efforts to adjust the same, as necessary. The parties acknowledge that the Loaned Employee Program hereunder may not be fully implemented until May or June of 2010. In such event, the full reimbursement share of THE FOUNDATION due to HPS hereunder shall be prorated on a monthly basis to begin on the month of full implementation. In addition, prior to full implementation, the Loaned Employee Program hereunder may be initiated for a few hours per week; and, during this period of time, the parties agree to pay a fair share allocation of the Loaned Employee's actual costs as agreed to by the Program Administrators.

5. INDEMNIFICATION. The parties hereto agree to indemnify and hold one another harmless, to the fullest extent allowed by law, against all losses, claims, damages, and expenses, including attorneys' fees, arising out of, or resulting from, the performance of this Agreement by HPS and THE FOUNDATION.

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4. PAYMENT AND BILLINGS. THE FOUNDATION agrees to, and shall reimburse HPS for, the actual costs of 100% of the Loaned Employee's salary (Administrative Dev. Dir.) and benefits incurred by HPS. For illustration purposes, the calculation of such costs on an annual full-time (12-month) basis is currently estimated as follows:

Such costs and the required reimbursement of THE FOUNDATION hereunder are subject to change at any time during the Initial Term or any Renewal Term of this Agreement at such time as the Loaned Employee's salary and benefits with HPS change or increase. Unless otherwise mutually agreed by the Program Administrators, HPS shall prepare billing statements during the Initial Term or any Renewal Term, as it deems necessary, for timely reimbursement purposes and forward them to THE FOUNDATION at the address listed in this Agreement. THE FOUNDATION agrees that it will remit, within thirty (30) days of the receipt of a billing statement, the reimbursement amount due consistent with the terms of this Agreement. The Program Administrators may, from time to time, examine the F.T.E. split and THE FOUNDATION's contribution as provided herein and use their best efforts to adjust the same, as necessary. The parties acknowledge that the Loaned Employee Program hereunder may not be fully implemented until May or June of 2010. In such event, the full reimbursement share of THE FOUNDATION due to HPS hereunder shall be prorated on a monthly basis to begin on the month of full implementation. In addition, prior to full implementation, the Loaned Employee Program hereunder may be initiated for a few hours per week; and, during this period of time, the parties agree to pay a fair share allocation of the Loaned Employee's actual costs as agreed to by the Program Administrators.

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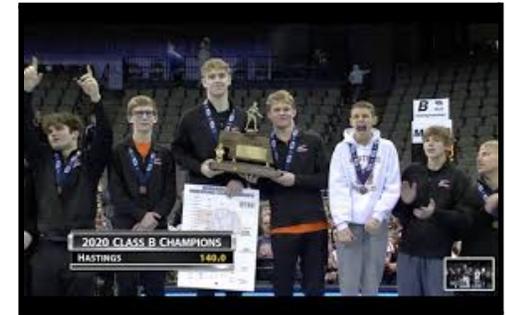
Register online at the HPS revtrak store - <https://hastingspublicschools.revtrak.net/> then select “Summer Activity Camps”
Please contact the HHS office to request for financial assistance, if needed.

| Camp | Grades | Dates | Times | Cost | Location | Contact |
|---------------------------|--|---|---|----------------------|----------------------|---|
| Strength and Conditioning | Boys 9-12 Girls 9-12 HMS B/G 6-8 | June 1-July 31 *Session date & time we will assigned by sport* | 6:30am-12pm 6pm-8pm 10:30am-12pm | \$30 | HHS Wt. Room | Charlie Shoemaker charlie.shoemaker@hpstigers.org |
| Boys Basketball | Grades 9-12 Grades 6-8 Grades 1-5 | June 1-4 June 14-16 June 14-16 | 1pm-4pm 2pm-3:30pm 1pm-2pm | \$50 \$40 \$30 | HHS North Gym | Drew Danielson drew.danielson@hpstigers.org |
| Girls Basketball | Grades 8-12 Grades 4-7 | June 1-4 June 1-4 | 10am-12pm 9am-10:30am | \$30 | HHS North Gym | Greg Mays greg.mays@hpstigers.org |
| Football | Grades 9-12 | July 21-22 | 6pm-8pm | \$30 | HHS Fields | Charlie Shoemaker charlie.shoemaker@hpstigers.org |
| Volleyball | Grades 3-8 Grades 9-12 Grades 9-12 | June 7-9 June 8th (VCN Camp) June 9-10 | 1pm-3pm 9-11:30am & 1-3pm 9-11:30am | \$30 \$40 \$20 | HHS North Gym | Allison Soucie allison.aldrich@hpstigers.org |
| Softball | Grades 9-12 Ages 10 and U | July 13-15 June 14-16 | 8am-10am 8am-9:30am | \$30 | Smith Complex | Ashley Speak ashley.speak@hpstigers.org |
| Boys/Girls Soccer | B/G Grades 3-8 | May 25-28 | 9am-11am | \$30 | HHS Soccer Fields | Melissa Everson melissa.everson@hpstigers.org |
| Orchestra | Grades 4-12 | June 1-25 | 9am-1pm | \$75 | HMS Music Room | David Bernard-Stevens david.bernard-stevens@hpstigers.org |
| Band | Grades 4-7 | June 1-25 | 9am-1pm | \$75 | HMS Music Room | Tom Michalek tom.michalek@hpstigers.org |
| Boys/Girls Tennis | Grades 3-8 Grades 9-12 | June 14-17 | 8am-10am 10am-12pm | \$30 | HHS Tennis Courts | Roger Sunderman roger.sunderman@hpstigers.org |

2021 HPS Summer Activity Camps



#Every1aTiger



Teacher Proposing Travel: Megan Ruby

Travel and Family-Stay Program Costa Rica 2021-2022

1. What purpose will this travel address?

This travel is essential to higher level learning within the Spanish language. Students are immersed in culture and will be staying with host families for part of the trip to enhance their Spanish language skills.

2. How is this purpose related to the learning of the classroom?

The sponsors and guides all speak Spanish the entire time. This forces students to speak in the target language. Therefore, they are constantly learning and building confidence in their skills. Students get to understand the culture and unique ecosystems in Costa Rica through tours of an animal rescue and ecotourism excursions. Students are tested and placed in appropriately leveled classrooms to improve their language skills. The teachers in these classes speak Spanish only and use unique methods to expand each students vocabulary at their personal level of understanding. This allows us to travel with students who are in either year three or four of language acquisition.

3. What is the itinerary for this travel project from beginning to end?

We plan to travel from March 10th to March 19th.

March 10th Fly from Omaha to San Jose. Transport to lodging for the night

March 11th Travel to Puerto Viejo. Jaguar animal rescue tour.

March 12th Beach time in Puerto Viejo

March 13th Transport to Cahuita for National Park tour and snorkeling (weather permitting). Travel to Turrialba and meet host families.

March 14th First day of Spanish classes at AEC, shopping in El Centro

March 15th Spanish language classes, then Canyoning and Ziplining near the school

March 16th Spanish language classes, then Latin dance lessons

March 17th Spanish Language classes, Spanish cooking classes

March 18th Rafting the Pacuare river

March 19th Transport to the San Jose airport and back to Omaha.

4. Are commercial agents involved?

Yes, we work with ISLS a travel and education planning company, Explornatura, a tour guide and excursion company and Cahuita Tours for our tentative snorkeling (weather permitting) and National Park tour. Obviously we will work with a commercial airline as well. In the past we have traveled with Delta Airlines.

5. What arrangements need to be made for food, lodging, and transportation?

Students will be responsible for meals in the airport and any snacks or meals they would like to buy in Turrialba on shopping day. Other than the airport meals, all meals will be provided within the trip costs.

6. How will students be supervised on this trip?

We will have one adult sponsor for every 7 students. We will be with them for everything except during their home stay, where they will be supervised by a Costa Rican family. These families are background checked and employed by the language school located in Turrialba. Students will be allowed to walk around the town square and shop, but we will also be in the general vicinity (think Downtown Hastings size wise).

7. What will the trip cost the District?
\$3140 if a third sponsor is required due to a large number of students traveling. Substitute teachers for two or three teacher sponsors for 5 school days (according to the tentative 2021-2022 schedule).
8. What will this trip cost individual students and/or their parents?
\$3140 per student plus tip money for our tour guides, baggage fees (usually \$30 per trip, however, they CAN be avoided by packing only a carry on), meals in the airports and spending money for any souvenirs.
9. What fundraising activities are planned to cover District and/or individual student costs?
Students will have the opportunity to participate in two fundraisers before the trip. The first will be in the Spring of 2021 and the second will be in the Fall of 2021. Students may also apply for a partial scholarship through our foreign language fundraising in previous years.
10. How will the trip be evaluated?
After we travel our students all take a survey about their experiences in Costa Rica and all of the activities. This is how we decide which activities we will keep from trip year to trip year. We have had VERY successful trips where students learned a great deal about Costa Rica, the Spanish language and ultimately themselves. It's truly a beautiful, life changing experience. We have had such good trips that we successfully brought home 22 students and 3 sponsors at the beginning of a global pandemic. :-)
11. Are there pre-travel meetings that students must attend?
Absolutely! At sign up, students and parents must attend a meeting to learn about the costs, payment schedule, trip itinerary and expectations before and during the trip. Then we have meetings every month or two to check in with students about payments, preparations and expectations as well as answer any questions they may have prior to leaving the country. Prior to leaving the country we have another student and parent meeting for them to sign the Code of Conduct and hear a speech about HHS's expectations from Dr. Szlanda. We also have parents sign a travel authorization form and have it notarized by our own Heidi Smith.

Name of Teacher Proposing Travel : Tamara Ceerle

Travel Project Title : Travel and Family-Stay Program in France 2022

1. What purpose will this travel address ?

Students will have the opportunity to stay with a French family and will be able to improve their speaking skills by being immersed in the language and using it in a natural environment. Through this immersion, students will experience French culture as they view and participate in the daily family routine. Students will also have the opportunity to visit Paris and experience the culture by using the subway and visiting major museums and monuments that they have studied in class.

2. How is this purpose related to the learning of the classroom ?

Students will be given a first-hand opportunity to develop an understanding and appreciation for the French language and culture through a family stay and in-depth cultural visit of Paris. Through this, students will be able to compare the French culture with their own. Students will also be immersed in the language and will be able to put to use what they have learned in the classroom.

3. What is the itinerary for this travel project from beginning to end ?

Travel Dates: Thursday, March 10 - Saturday, March 19, 2022

Day 1 Depart for Paris

Day 2 Arrive in Paris / take bus tour of Paris / take train to Tours / arrive in Tours / meet family stay coordinator and families at the train station

Day 3 Family Stay / weekend activities with family

Day 4 Family Stay / weekend activities with family

Day 5 Family Stay / go to school with host student

Day 6 Family Stay / go to school with host student

Day 7 Meet back at train station / return to Paris / visit monuments

Day 8 Visit Paris monuments

Day 9 Visit Paris monuments

Day 10 Return to Hastings

4. Are commercial agents involved ?

The travel company, Language & Friendship, Inc. will provide :

- Round trip air transportation
- Travel within France (train, subway)
- Arrange family stays for students and sponsors through coordinator in France
- Arrange hotel in Paris

5. What arrangements need to be made for food, lodging, and transportation ?

All lodging will be arranged by the travel company and is included in the program cost. Breakfast is included as well as the Farewell dinner. Students will be responsible for 6 meals. Students will need to pay for lunch the day of arrival. They will be responsible for 3 lunches and 2 dinners while in Paris as well as any meals they choose to eat at the airports. All transportation between Omaha and Paris and transportation in France is being arranged by the travel company and is included in the cost of the trip.

Students will need school transportation to / from the airport in Omaha.

6. How will students be supervised on this trip ?

Students and HHS supervisors will stay in selected family stays that have been approved by a trained coordinator, where they are expected to observe the strict codes of conduct of both the travel company and HHS. During the weekend, students are under the supervision of their host parents. Many families will show their student around the city of Tours as well as near-by sites. Other families may attend sporting events and have other daily activities that the students will participate in. On Monday and Tuesday, the students will attend school with their host siblings and will be in the care of their family in the evening. HHS supervisors will also be in contact with host parents by phone to further ensure that students are obeying the guidelines. When not with HHS supervisors, students have phone numbers to contact HHS sponsors if needed. The final 3 days of the trip, students will be with HHS supervisors during the day and will be closely supervised at the hotel at night.

7. What will the trip cost the District ?

- Bus transportation to / from Omaha Eppley Airfield
- Cost of substitute teacher for 5 days per sponsor
- Partial cost for extra supervisor if more than 15 students
(2 sponsors are figured into the price of our trip and I have not needed any additional sponsors / funds the past several trips)

8. What will this trip cost individual students and/or their parents ?

Approximately \$3500

9. What fund raising activities are planned to cover district and/or individual student costs ?

One fundraiser is held each school year in which all students have the opportunity to participate.

Students also have the opportunity to apply for a partial scholarship through the travel company if their family meets the scholarship criteria.

Students may apply for the Elaine Lamski Memorial Foreign Travel Grant.

10. How will the trip be evaluated ?

-All students will complete post-trip evaluation forms.

-All students are required to fill out a journal which asks them to compare school schedules, family activities, culture similarities / differences etc. . . These are turned in for a grade.

11. Are there pre-travel meetings that students must attend ?

-All students / one parent must attend informational meeting Mar, 2021

-All students / one parent must attend meeting in Feb, 2022

-All students must attend final pre-departure meeting Mar, 2022

-Required weekly student meetings starting Feb, 2022 up until time of departure

Name of Teacher Proposing Travel: Eric Garchow

Travel Project Title: Travel and Family-Stay Program in Germany/Austria 2022

1. What purpose will this travel address?

Students will have the opportunity to stay with a German family. They will be able to improve their speaking and comprehension skills by being immersed in the German language and experience daily life in a culture different from their own. Students will also have the opportunity to visit Vienna, Austria, where they will experience life in a major European city and visit numerous places of historical and cultural significance.

2. How is this purpose related to the learning of the classroom?

Students will have a first-hand opportunity to develop an understanding of and an appreciation for German and Austrian language and culture through the family stay experience and through an in-depth cultural and historical exploration of Vienna. Students will make comparisons between Germanic culture and their own, and increase their ability to communicate in German.

3. What is the itinerary for this travel project from beginning to end?

Day 1: (Tentatively March 10): Depart for Austria

Day 2: Arrive in Vienna/check in at hostel

Day 3: Cultural and Historical visit to Vienna

Day 4: Cultural and Historical visit to Vienna

Day 5: Travel to host family town/city (TBD, likely Southern Germany)

Day 6: Attend school/activities with host family

Day 7: Attend school/activities with host family

Day 8: Attend school/activities with host family

Day 9: Attend school/activities with host family

Day 10: (Tentatively March 19): Return to Hastings

4. Are commercial agents involved?

The travel company (Xperitas (formerly ISE)) will provide:

- Round-trip air transportation
- Transfer from airport to family stay
- Host family arrangements with coordinator in Germany
- Travel from host community to Vienna
- Hostel arrangements in Vienna

5. What arrangements need to be made for food, lodging, and transportation?

Students will be responsible for six meals during the trip, as well as any meals they choose to eat at the airport. These six meals will be in Vienna. Host families will provide meals for students during the family stay. The travel company will make all lodging arrangements. Students will stay in the homes of their host families and at a hostel in Vienna. The travel company will handle all international and intercity transportation, and the HHS supervisors will arrange all transportation within the city of Vienna.

6. How will students be supervised on this trip?

Students will stay with German families that have been approved by a trained coordinator. The travel company will inform these families of the codes of conduct of both HHS and the travel company. Students will be supervised by their host families and by the faculty of the local school. HHS supervisors will have cell phones and remain in contact with the host families regarding student behavior according to the strict codes of conduct. In Vienna, students will be with HHS supervisors during the day and closely supervised at the hostel at night.

7. What will the trip cost the District?

- Partial/full cost of an extra supervisor (dependent on final number of participants. Full cost is approximately \$3,750)
- Bus transportation to and from Omaha Eppley Airfield
- Substitute teachers for 4-5 school days

8. What will this trip cost individual students and/or their parents?

The cost of the trip will be between \$3,600-3,900 per student.

9. What fundraising activities are planned to cover District and/or individual student costs?

Students will have the opportunity to participate in two fundraisers before the trip. The first will be in the Spring of 2021 and the second will be in the Fall of 2021. Students may also apply for a partial scholarship through the travel company.

10. How will the trip be evaluated?

All students will complete post-trip evaluation forms. All students will also complete a journal that asks them to reflect on cultural and linguistic similarities and differences. This journal will be graded.

11. Are there pre-travel meetings that students must attend?

- All students and at least one of each of their respective parents must attend informational meeting in February 2021 (alternative arrangements may be made for social distancing to avoid an in-person meeting, and to account for parents and students who attended the February 2020 meeting)
- All students and at least one of each of their respective parents must attend meeting in February 2022 for critical departure information
- All students must attend final pre-departure meeting in late February/early March 2022

To: Administration / Board Members
From: Foreign Language Travel Coordinators
Date: 1-28-21
RE: 2022 Travel Requests

Administration and Board Members:

We appreciate the support that you have given us the past several years for our foreign travel program and we ask for your flexibility as you consider our travel requests for next year. We are requesting travel for all three languages. We know it is not ideal, as we have established a system of the French and German traveling one year and Spanish traveling the next. However, because of COVID, the French and German trips that were scheduled to take place this year had to be canceled. With our alternate year rotating system, current French and German students who are juniors would not have the opportunity to travel if we continue on our normal track and wait to travel in 2023.

We are working to find a way to get back to our original rotation. We are looking at the possibility of German and/or French students traveling two years in a row. We will not know if this is an option until we start to sign up students for next year's trips. It depends on how many students sign up to travel and there is no way to know exact numbers until students make their downpayment. We have a huge number of students that show a great interest in traveling but they often cannot make it work financially. We will continue to explore ways to get back to an alternating schedule.

Respectfully,

Tamara Ceerle
Eric Garchow
Megan Ruby

COVID-19 Related Questions

Re: 2021-2022 Foreign Language Travel Trips

- 1) What if a fundraiser happens and the trip is canceled?
 - a) Prior to the established cut-off date (i.e. Nov. 1)?
If the trip is canceled the funds are moved to the following trip.
 - b) After the established cut-off date?
Same as above.
 - c) If after the established cut-off date, how much money is non-refundable?
Each company has a cancelation policy. The date a trip is canceled determines the amount of money that is refundable.

Another possibility with leftover funds would be to use towards a scholarship.

- 2) What if a student tests positive for COVID immediately prior to the scheduled date?
 - a) Will that student receive a partial refund?
 - b) Will that student receive a full refund?
Students/families can purchase additional insurance so that they are covered in case the trip is canceled. We are looking into the cost of this.
- 3) What protocols are in place in the event a student or sponsor tests positive prior to returning to the U.S.?
 - a) Will the student or sponsor be charged additional fees for lodging, flight changes, etc...? For lodging yes. For flights possibly. I had a student become ill in Newark on the return from France in 2017. I went with the student to the emergency room while my other sponsor returned with the group. We were treated, spent the night and returned home the following morning. There was no charge to change our flight.
- 4) If a sponsor tests positive immediately prior to the scheduled date, how will the travel company support the student group?
 - a) Will there be additional fees for the company to assign an employee to provide coverage?
If this happened, we would work with the travel company to have someone substitute in our place (we will have a plan ahead of time). There would be a charge to change the name on the ticket.
- 5) What financial assurances will the companies provide the district and students due to COVID-related issues?
The company uses information on the U.S. Department of State, the CDC and WHO websites as well as gathering information from their overseas connections to decide actions that need to be taken to ensure the safety

of students during the program.

- 6) What protocols and plans are the travel companies developing to address COVID-19?
 - a) ...before the trip? Students will be responsible for covering charges for COVID-19 testing, documentation and/or immunization
 - b) ...during the trip? Same as above

- 7) What additional information can the travel companies provide the district prior to planning?

Same as question five. The company needs to keep monitoring the situation as it is constantly changing.

This past year we had students that were signed up to travel and we canceled our trips by the deadlines necessary to prevent the students from losing money. We will continue to monitor the situation over the next several months as it continues to evolve. We have several students that have fundraised the past few years to travel and have planned for this experience but we will do what is best for our students. If it were necessary to cancel the trip in the fall again, we would do so.

- The Foreign Language Department will determine arbitrary "checkpoints" throughout the year to follow-up on our questions, reexamine the current status of travel to the different countries at each checkpoint, vaccine requirements, etc... For example, we could set a checkpoint in June, August, October, and so on. Again, it would be to reevaluate the situations, restrictions, and anything else that we might come across.
- The Foreign Language Department will monitor restrictions and requirements, particularly as they relate to vaccine requirements. They would communicate to students & parents regularly, perhaps after each checkpoint.
- The Foreign Language Department will be clear to students & parents that Board approval does not necessarily mean the trip *will* happen for sure. It would just mean that we are planning for it to happen and we're working towards that. It's always a possibility that it could be postponed again as there are so many factors that are unpredictable.

Instruction

Travel

Regulations for Field Trips

1. All field trips, and the arrangements for them, must have the approval of the building principal or the principal's designee in a manner specified by the building principal. Learning activities requiring students from multiple elementary buildings to travel shall be approved and coordinated with the Director of Curriculum or the Director's designee. Trips requiring overnight arrangements shall be limited to students in grades seven through twelve unless approved by the Superintendent.
2. The purpose of the field trip must be clearly defined, related to an essential classroom learning, meaningful and appropriate for students, and of high quality. Field trips shall not be used to punish students but may be used as an incentive to improve student performance as long as the criteria for participation is applied and communicated to all eligible students in a timely fashion prior to the time of the trip. The itinerary for the trip is to match the purpose of the trip. In addition, the total time necessary for travel must not exceed the time available for students to directly engage in learning.
3. The cost of a field trip shall be determined in advance, and each building principal has the responsibility to see that the cost associated with the trip is reasonable and appropriate.
4. School employees shall appropriately supervise each field trip so that good student discipline is maintained both while traveling and while students are engaged in learning. As determined by the teacher and the Building Principal, a parent or an appropriate adult may help with field trip supervision under the direction of the teacher. Unless otherwise determined by the Building Principal, the additional non-school supervisor to student ratio shall be approximately one per class section. Prior to the field trip, the criminal background of the parent or adult selected to serve as an additional supervisor must be checked and acceptable to the District.
5. Each child who goes on a field trip must have written parental consent, and parents must be notified in advance of the field trip about the arrangements for the field trip. Such parental notification, however, shall not be initiated before obtaining appropriate administrative approval for the trip.

6. Arrangements for school bus transportation will be made well in advance, as directed, and without disrupting regular school bus schedules. The school bus safety code will govern the behavior of students while on the bus. Trip sponsors are responsible for the conduct of students while on the bus and while students are engaged in the learning activity.

7. Alcohol use, drug use, or other activities that place the student, other students, supervisors/sponsors, the public, or property at risk are strictly prohibited. Students who use alcohol, drugs, and/or act in a way that places the student, other students, supervisors/sponsors, the public, or property at risk shall receive a long-term suspension and/or expulsion from school upon their return from the trip. Each incident will be evaluated by the building principal to determine the appropriate consequences for the student or students involved in such misconduct.

8. Students, teachers, and the building principal will evaluate each field trip. A brief, written, evaluative summary of each trip is to be provided by the teacher to the building principal in a fashion specified by the principal.

Regulations for Domestic and Foreign Travel

1. All domestic and foreign travel shall have the recommendation of the building principal and the Superintendent before such travel will be considered by the Board of Education. Domestic and foreign travel shall not be used to punish students, but may be used as an incentive to improve student performance as long as the criteria for participation is applied and communicated to all eligible students in a timely fashion prior to the time of the trip. Approval for domestic or foreign travel shall be by an affirmative vote of the Board of Education at a regular or special meeting of the Board.

2. Domestic travel, travel involving an overnight stay, will be restricted to students in grades seven through twelve. Foreign travel will be restricted to students in grades nine through twelve unless otherwise approved by the Superintendent.

3. The purpose for such travel must be clearly defined, related to an essential classroom learning, meaningful and appropriate for students, and of high quality. The following must be submitted, in writing, to the building principal to begin the process of consideration:

- the purpose and rationale for travel;
- a complete travel itinerary;
- an explanation of the involvement of commercial agents (their obligations and any agreements to be entered into);
- arrangements for food and lodging;
- transportation arrangements;

- a plan of supervision, including the number of supervisors;
- all direct costs and an estimate of associated costs; and
- the method of evaluation.

4. Every effort should be made to provide all willing and qualified students with an opportunity to participate in such travel by eliminating, or substantially reducing, any financial cost to the student. If cost cannot be eliminated, sufficient time prior to the time of travel shall be provided to allow students a realistic opportunity to raise the money necessary to cover costs.

5. Supervision of traveling students shall be provided by a school employee. Parents and other adults may assist in such supervision as sponsors. Prior to the trip, the criminal background of the parent or adult selected to serve as an additional supervisor must be checked and acceptable to the District. For these types of trips, the following supervisor-to-student ratios will be used: A group of 15 students must have a minimum of 2 adult supervisors, a group of 16-24 students must have a minimum of 3 adult supervisors, and a group of 25-36 students must have a minimum of 4 adult supervisors. For larger groups on foreign travel, the maximum supervisor-to-student ratio must be 12 students to each adult plus one extra adult supervisor. Members of the school employee's family shall not be allowed to travel with the group unless qualified for such travel as a student of the Hastings Public Schools or unless as an adult sponsor. Travel supervisors and sponsors are responsible for student conduct at all times during the trip. Throughout the trip, supervisors/sponsors will have daily contact with each student and, when applicable, the adult host of the student to evaluate his or her situation and to monitor his or her experience. In addition to daily contact, the supervisors/sponsors will implement a logistically possible plan to contact a limited number of students in person. How students are selected for direct contact will be at the discretion of the supervisor/sponsor.

6. Unless specifically a requirement of a class, students shall voluntarily participate in such travel without receiving educational credit from the Hastings Public Schools for their participation.

7. Unless specifically a requirement of a class, class time shall not be used for planning or organizing such activities. This does not, however, prohibit brief initial announcements, interest assessment, or providing printed information about the travel opportunity through bulletins or postings approved by the building principal.

8. Each student who travels must have written parental consent, and parents must be notified well in advance about travel arrangements prior to the trip. Such parental notification, however, shall not be initiated before obtaining Board of Education approval. In addition, unless specified otherwise by the Superintendent upon the

recommendation of the lead sponsor and the building principal, only students in good standing academically ("on track" to be promoted or to graduate on time and a grade point average of C or higher in the class associated with the trip) and in good standing behaviorally (no prior school incidents involving alcohol use, drug use, or incidents involving long-term suspension and/or expulsion) shall be eligible for domestic or foreign travel.

9. Alcohol use, drug use, or other activities that place the student, other students, supervisors/sponsors, the public, or property at risk are strictly prohibited. Students who use alcohol, drugs, and/or act in a way that places the student, other students, supervisors/sponsors, the public, or property at risk shall receive a long-term suspension and/or expulsion from school upon their return from the trip. Each incident will be evaluated by the building principal to determine the appropriate consequences for the student or students involved in such misconduct.

10. Students, teachers, and the building principal will evaluate each field trip. A brief, written evaluative summary of each trip is to be provided by the teacher to the building principal in a fashion specified by the building principal.

Approved 12-21-98 Reviewed 12-20-10, 1-17-11 Revised 1-17-11,
2-15-16

Hastings Public Schools
PROPOSED
Breakfast/Lunch Prices for 2021-2022

| | Paid | Reduced | Free |
|--|---------------|----------------|---------------|
| Lunch Prices | | | |
| K-5 Lunch | \$2.80 | \$0.40 | \$0.00 |
| 6-12 Lunch | \$3.05 | \$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 | \$0.50 | \$0.50 | \$0.50 |
| Breakfast Prices | | | |
| K-5 Student | \$1.70 | \$0.30 | \$0.00 |
| K-5 Student—Lincoln Elementary ONLY | FREE | FREE | FREE |
| 6-8 Student | \$1.95 | \$0.30 | \$0.00 |
| 9-12 Student | \$1.95 | \$0.30 | \$0.00 |

*Highlighted numbers indicate price change from prior year

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)

Middle School Fees 2021-2022

Activity Participation Fee--\$35.00
8th Grade Computer Usage Fee--\$35.00
8th Grade Skills & Technical Science (STS) class--\$20.00
8th Grade Construction class--\$25.00
8th 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

Environmental Direct, Inc.

Date: March 18, 2021

Proposal No: 2021-0318B

Client: Hastings Public Schools

Job Location: Morton Elementary

Address: 828 N Hastings Ave.

Asbestos Tile Removal

City/State/Zip: Hastings, NE 68901

Good Until: 10 Days

Environmental Direct, Inc. proposes to perform the following work on a fixed fee basis:

All of the following prices include labor and removal equipment costs required to complete the work and notification to NDOH and NDEQ (asbestos related jobs).

Task One: Removal and Disposal of the *approximately* 16,000 square feet of vinyl asbestos tile in classrooms (102, 104, 106, 108, 110, 112, 114, 118, 120, Library, 204, 206, 210, 212, 214, 216, 218 & 220). \$28,800.00

Task Two: TEM air clearance by Heartland Testing & Consulting – assumed 6 containments at \$2,000.00 each. Depending on space availability, we could cut down to 2 or 3 containments (\$4,000.00). \$ 12,000.00

Task Three: If HPS rules out tile as being non asbestos, we will deduct the tile at the amount of \$1/square foot.

General Terms and Conditions: This proposal is subject to the following conditions. Please read them carefully as they directly affect the scope of work and contract terms.

Unless otherwise specified above, this proposal excludes:

1. Identification or removal of hazardous materials including asbestos, lead, mold, mercury and others.
- ~~2. Dust control, protection, and negative air units.~~
3. Temporary enclosures or weatherproofing of demolished items.
4. Removal or relocation of salvage items in the work area.
5. Any work related to fire protection or surveillance. All fire sprinkler or surveillance systems will need to be disabled in the work area unless specified otherwise in this proposal
6. Any work related to technology, sensitive electronics, controls or computers. All systems will need to be moved or protected as deemed necessary by the owner / owner's representatives.
7. Any patching or preparatory work for finishes.
8. HVAC, plumbing, electrical demolition or demolition related to other trades.

Owner's / Contractor's / Others' Responsibilities:

1. Disconnect, mark, cut, and or cap and make safe all utilities
2. Provide access to water and electricity for uninterrupted use throughout project.

Environmental Direct, Inc.

3. Mark any utilities that will remain.
4. Work areas to be "broom clean" prior to EDI arrival.
5. Other contractors to be at least 25 feet from asbestos work area.
6. Any and all activity to be halted immediately before and during TEM testing.
7. Allow for air to settle and EDI to water mist adjacent areas to allow for testing to pass.
8. Other activities on site will need to manage their production of dust as our containment negative air will draw all dust to our work area. Essentially we would hope that everyone can be encouraged to get along so we can get out of their way in a timely fashion.

Miscellaneous Terms:

1. We include for one (1) mobilization unless otherwise specified. Any additional mobilizations will be an additional charge.
2. Work areas to be empty of all contents not mechanically fastened to the structure.
3. All items to be salvaged by owner / owner's representatives to be removed from work area prior to EDI arrival.
4. Owner/owner's representative to notify EDI in WRITING of any item to remain in work area.
5. Asbestos Abatement is a demolition activity. In creating a containment, we are required to tape, staple screw or otherwise fasten poly to the walls, floors, and/or ceiling. All care will be taken to minimize damage, but the area will NOT be returned to the owner in "move-in ready" condition. Some finishes will likely be dented, marred, scratched...
6. Owner/owner's representative to provide path to from work area to allow for egress with debris.

Scheduling Negotiable:

Work to be done on a date acceptable to both EDI and Owner. Start date tentatively scheduled for April 5, 2021.

Terms:

Payment upon completion

Proposed:


Tressa A. O'Neill Date: 3/18/21
Representative

Accepted:



Owner's Representative Date: 3-30-21



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

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 | |
| Custodian V | \$13.00 - \$14.00 |
| Senior High Head Day Custodian | |
| Administrative Asst Level I | \$12.50 - 13.50 |
| Middle School Admin Asst | |
| Senior High Admin Asst | |
| Elementary Admin Asst | |
| 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 |

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 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 st 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 1st 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.

Additional HMS Tech Para Proposal

Purpose: Assist with technology needs and troubleshooting at HMS

Rationale: HMS is the only building without a tech para and given the additional equipment the building has received over the last year the position is needed.

Estimated Annual Cost: \$25,000

Funding Source: ESSER II Funds

Additional 7.0 Certificated FTE for 21-22

Purpose: Assist with learning loss and other duties as assigned by the building Principal

Rationale: These positions will be used for multiple purposes based on building needs. Some assignments may include but are not limited to subbing, responding to student behavior needs, coordinating interventions for students in need, and coordination of assessments.

Estimated Annual Cost: \$80,000 per FTE (\$560,000)

Funding Source: ESSER II Funds

**HASTINGS PUBLIC SCHOOLS
ADMINISTRATIVE SALARY SCHEDULE BEGINNING 2021-22**

To determine an administrator's salary, the following formula is used:

**Administrative Positional Factor X Degree/Experience Factor X Base Determined
by the BOE Annually = Total Compensation**

Administrative Positional Factor

| <u>Position</u> | <u>No. of Contract Days</u> | <u>Factor</u> |
|---|-----------------------------|---------------|
| Assistant Director of Special Education | 215 | 2.75 |
| MS Assistant Principal | 225 | 2.80 |
| Elementary Principal | 215 | 2.85 |
| SH Assistant Principal | 225 | 2.90 |
| SH Activities Director | 260 | 2.95 |
| MS Principal | 260 | 3.30 |
| SH Principal | 260 | 3.45 |
| Director | 260 | 3.60 |

Degree/Experience Factor 3 X 2

| <u>Steps</u> | <u>MA</u> | <u>MA+18</u> | <u>MA+36</u> | <u>Ed.S</u> | <u>Ed.D/Ph.D</u> |
|--------------|-----------|--------------|--------------|-------------|------------------|
| 1 | 1.00 | 1.03 | 1.06 | 1.09 | 1.12 |
| 2 | 1.02 | 1.05 | 1.08 | 1.11 | 1.14 |
| 3 | 1.04 | 1.07 | 1.10 | 1.13 | 1.16 |
| 4 | 1.06 | 1.09 | 1.12 | 1.15 | 1.18 |
| 5 | 1.08 | 1.11 | 1.14 | 1.17 | 1.20 |
| 6 | 1.10 | 1.13 | 1.16 | 1.19 | 1.22 |
| 7 | 1.12 | 1.15 | 1.18 | 1.21 | 1.24 |
| 8 | 1.14 | 1.17 | 1.20 | 1.23 | 1.26 |
| 9 | 1.16 | 1.19 | 1.22 | 1.25 | 1.28 |
| 10 | 1.18 | 1.21 | 1.24 | 1.27 | 1.30 |
| 11 | | 1.23 | 1.26 | 1.29 | 1.32 |
| 12 | | 1.25 | 1.28 | 1.31 | 1.34 |
| 13 | | | 1.30 | 1.33 | 1.36 |
| 14 | | | 1.32 | 1.35 | 1.38 |

Base Salary: \$35,290

(The Superintendent and Board of Education may periodically adjust factors to keep administrative salaries competitive with comparable schools. The Superintendent and the Board of Education reserve the right to freeze an administrator on the salary schedule and to adjust individual administrative salaries based upon performance and/or placement needs.)

Superintendent Pay Transparency Notice—Proposed Contract for Jeff Schneider

Notice is hereby given that HastingsPublic Schools has approval of a proposed superintendent employment contract/contract amendment on its agenda for the board meeting to be held on April 12, 2021 at 7 pm at Hastings Middle School Multipurpose Room in Hastings, Nebraska.

After Year 1 of Contract, how many years remain on the contract: (Column F must be completed if additional years remain on contract.) 0

Superintendent Contract covers the following year(s): 2021-2022

| Year 1 of Contract: Base Pay, Additional Compensation & Benefits | Future Year(s) Base Pay, Additional Compensation & Benefits per Contract | TOTAL CONTRACT COST |
|--|--|---------------------|
| \$ 197,750.00 | | \$ 197,750.00 |

Base Pay for the Total FTE

Compensation for activities outside of the regular salary:

| | | |
|--|--|------|
| ● <i>Extended contracts / Activities outside of regular salary</i> | | \$ - |
| ● <i>Bonus/Incentive/Performance Pay</i> | | \$ - |
| ● <i>Stipends</i> | | \$ - |
| ● <i>All other costs not mentioned above</i> | | \$ - |

Benefits and Payroll Costs Paid by district:

| | | | |
|---|----------------------|-------------|----------------------|
| ● <i>Insurances (Health, Dental, Life, Long Term Disability)</i> | \$ 114.00 | | \$ 114.00 |
| ● <i>Cafeteria Plan Stipend</i> | | | \$ - |
| ● <i>Cash in lieu of insurance</i> | | | \$ - |
| ● <i>Employee's share of retirement, deferred compensation, FICA and Medicare if paid by the district</i> | | | \$ - |
| ● <i>District's share of retirement, FICA and Medicare</i> | \$ 31,259.00 | | \$ 31,259.00 |
| ● <i>IRS value of housing allowance</i> | | | \$ - |
| ● <i>IRS value of vehicle allowance</i> | | | \$ - |
| ● <i>Additional leave days</i> | \$ 9,000.00 | | \$ 9,000.00 |
| ● <i>Annuities</i> | | | \$ - |
| ● <i>Service credit purchase</i> | | | \$ - |
| ● <i>Association / Membership dues</i> | | | \$ - |
| ● <i>Cell Phone/Internet reimbursement</i> | | | \$ - |
| ● <i>Relocation reimbursement</i> | | | \$ - |
| ● <i>Travel allowance/reimbursement</i> | \$ 2,500.00 | | \$ 2,500.00 |
| ● <i>Mileage Allowance</i> | | | \$ - |
| ● <i>Educational tuition assistance</i> | | | \$ - |
| ● <i>All other benefit costs not mentioned above</i> | | | \$ - |
| Totals: | \$ 240,623.00 | \$ - | \$ 240,623.00 |

PERSONNEL

Certificated Staff Retirement(s)/Resignation(s) – Blake Barwick, Kenda Chamberlin, Elgene Grafel, Tammy Halloran, David Hepner, Allison Kasperek, April White, Zubaoyi Yi

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

Blake Barwick is resigning from his Skilled and Technical Science Position at Senior High effective the end of the 2020-2021 school year.

Kenda Chamberlin retiring from her Grade 2 Teacher position at Longfellow effective the end of the 2020-2021 school year.

Elgene Grafel resigning from her Special Education Teacher position at Longfellow effective the end of the 2020-2021 school year.

Tammy Halloran is resigning from her Grade 1 Teacher position at Longfellow effective the end of the 2020-2021 school year.

David Hepner resigning from his Physical Education position at Senior High effective the end of the 2020-2021 school year.

Allison Kasperek resigning from her Grade 7 Social Studies Teacher position at Middle School effective the end of the 2020-2021 school year.

April White resigning from her Grade 3 Teacher position at Hawthorne effective the end of the 2020-2021 school year.

Zubaoyi Yi resigning from her Science Teacher position at Senior High effective the end of the 2020-2021 school year.

Certificated Staff Transfer(s) – Brian Itzen, Paige Lehrling, Jon Lindblad, Angelo Martinez

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

Brian Itzen from Health Teacher at Middle School to Physical Education Teacher at Senior High to replace David Hepner who is resigning. Mr. Itzen's wage and placement will remain the same according to the 2021-2022 certificated salary schedule.

Paige Lehrling from Special Education Teacher at Middle School to Special Education ED Teacher at Middle School to replace Jon Lindblad who is transferring to another position. Ms. Lehrling's wage and placement will remain the same according to the 2021-2022 certificated salary schedule.

Jon Lindblad from Special Education ED Teacher at Middle School to World Cultures Teacher at Middle School to replace Deb Miles who is transferring to another position. Mr. Lindblad's wage and placement will remain the same according to the 2021-2022 certificated salary schedule.

Angelo Martinez from EL Teacher at Middle School to Business Teacher at Senior High to replace Gwen Davison who is retiring. Mr. Martinez' wage and placement will remain the same according to the 2021-2022 certificated salary schedule.

Certificated Staff Appointment(s) – Michaela Bailey, Emily Brooks, Marleen Burkhart, Mackenzie Daniels, Sarah Haag, Tyra Hayden, Anisha Kuehn, Colin Sandall, MaLania Schubert, Nicole Schulte, Amber Sullivan

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

Michaela Bailey to Grade 3 Teacher position at Hawthorne to replace April White who is resigning. Ms. Bailey will be placed at BA-1 according to the 2021-2022 certificated salary schedule. Information about Ms. Bailey is attached.

Emily Brooks to Math Teacher (.5411 FTE) position at Senior High to replace Courtney McCarty who is resigning. Ms. Brooks will be placed at MA-4 according to the 2021-2022 certificated salary schedule. Information about Ms. Brooks is attached.

Marleen Burkhart to EL Teacher position at Middle School to replace Angelo Martinez who is transferring to another position. Ms. Burkhart will be placed at MA18-11 according to the 2021-2022 certificated salary schedule. Information about Ms. Burkhart is attached.

Mackenzie Daniels to Special Education position at Middle School to replace Paige Lehrling who is transferring to another position. Ms. Daniels will be placed at BA-1 according to the 2021-2022 certificated salary schedule. Information about Ms. Daniels is attached.

Sarah Haag to Speech Language Pathologist position at PK to replace Brittany Faimon who is resigning. Ms. Haag will be placed at MA-10 according to the 2021-2022 certificated salary schedule. Information about Ms. Haag is attached.

Tyra Hayden to Kindergarten Teacher position at Alcott to replace Amy Kennedy who is resigning. Ms. Hayden will be placed at BA-1 according to the 2021-2022 certificated salary schedule. Information about Ms. Hayden is attached.

Anisha Kuehn to Grade 1 Teacher position at Longfellow to replace Tammy Halloran who is resigning. Ms. Kuehn will be placed at BA-4 according to the 2021-2022 certificated salary schedule. Information about Ms. Kuehn is attached.

Colin Sandall to Vocal Music Teacher position at Middle School to replace Victoria Glandon who is resigning. Mr. Sandall will be placed at BA-8 according to the 2021-2022 certificated salary schedule. Information about Mr. Sandall is attached.

MaLania Schubert to Grade 2 Teacher position at Longfellow to replace Chelsey Mangers who is resigning. Ms. Schubert will be placed at MA-9 according to the 2021-2022 certificated salary schedule. Information about Ms. Schubert is attached.

Nicole Schulte to Guidance Counselor position at Senior High to replace Jalaene Choquette who is retiring. Ms. Schulte will be placed at MA45-8 according to the 2021-2022 certificated salary schedule. Information about Ms. Schulte is attached. This position includes a 15-day extended assignment.

Amber Sullivan to Grade 2 Teacher position at Longfellow to replace Kenda Chamberlin who is retiring. Ms Sullivan will be placed at BA-8 according to the 2021-2022 certificated salary schedule. Information about Ms. Sullivan is attached.

Extra Standard Staff Resignation(s) – David Hepner, Chris Hollister, Michele Kimle, Sara Ostdiek, Garth Walbridge

The administration recommends acceptance of the following extra standard resignation: David Hepner resigned Senior High Head Volleyball and Grade 8 Boys Basketball positions effective the end of the 2020-2021 school year.

Chris Hollister resigned 7th Grade Boys Basketball position effective the end of the 2020-2021 school year.

Michele Kimle is resigning Teammates Coordinator position effective the end of 2020-2021 school year.

Sara Ostdiek is resigning Teammates (1/2 split) position effective the end of 2020-2021 school year.

Garth Walbridge resigned Senior High Assistant Boys Basketball position effective immediately.

Extra Standard Staff Transfer(s) – Peg Johnson, Allison (Aldrich) Soucie,

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

Peg Johnson from Grade 8 Assistant Volleyball to Grade 7 Head Volleyball position at Middle School to replace Michelle Haase who resigned. Ms. Johnson will be paid the MS Volleyball stipend of \$3,916.00 at Category I, Level 4, with adjustment for prior experience and coach to be placed higher than assistants, according to the 2021-2022 extra standard salary schedule.

Allison (Aldrich) Soucie from Assistant Volleyball position to Head Volleyball position at Senior High to replace Chris Hepner who is resigned. Ms. Soucie will be paid the SH Head Volleyball stipend of \$7,120.00 at Category V, Level 4, with adjustment for prior experience and coach to be placed higher than assistants, according to the 2021-2022 extra standard salary schedule.

Extra Standard Staff Appointment(s) – Charles Ferguson, Chris Hollister, Matthew Kissinger, Angelo Martinez

The administration recommends acceptance of the following extra standard appointment:

Charles Ferguson to Grade 7 Boys Basketball position to replace Chris Hollister who transferred to another position. Mr. Ferguson will be paid the MS Basketball stipend of \$3,204.00 at Category I, Level 3, with adjustment for prior experience, according to the 2021-2022 extra standard salary schedule.

Chris Hollister to Assistant Boys Basketball position at Senior High to replace Garth Walbridge who resigned. Mr. Hollister will be paid the MS Basketball stipend of \$3,916.000 at Category III, Level 2, with adjustment for prior experience, according to the 2021-2022 extra standard salary schedule.

Matthew Kissinger to Grade 8 Boys Basketball position to replace David Hepner who resigned. Mr. Kissinger will be paid the MS Basketball stipend of \$1,780.00 at Category I, Level 1 according to the 2021-2022 extra standard salary schedule.

Angelo Martinez to SH DECA Sponsor to replace Gwen Davidson who is retiring. Mr. Martinez will be paid the SH DECA stipend of \$1,780.00 at Category I, Level 1 according to the 2021-2022 extra standard salary schedule.

Classified Staff Retirement(s)/Resignation(s) – Taren Baxter, Linda Walsh

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

Taren Baxter is resigning from Tech Paraeducator position at Watson School effective April 29, 2021.

Linda Walsh is retiring from Life Skills 3 Paraeducator position at Senior High effective the end of the 2020-2021 school year.

Classified Transfer(s) – Sheila Clark, Amanda Kusek, Jessica Voorhees, Ann Wolf

The administration recommends the following Classified transfer(s):

Sheila Clark from Skills 3 Paraeducator to Special Education Paraeducator position at Watson to replace Amanda Kusek who transferred to another position. Ms. Clark's wage will decrease \$1.50/hour due to assignment change, effective 3/10/21.

Amanda Kusek from Special Education Paraeducator to Library Paraeducator position at Watson to replace Sheryl Auten who is on a long-term medical leave of absence. Ms. Kusek's wage will remain the same.

Jessica Voorhees from Evening Custodian position at Middle School to Head Evening Custodian at Middle School. Ms. Voorhees is replacing Hector Jiminez-Valdez who transferred to another position. Ms. Voorhees's wage will increase \$0.50/hour due to assignment change, effective 3/10/21.

Ann Wolf from Skills 2 Paraeducator to Library Paraeducator position at Hawthorne to replace Sarah Allen who resigned. Ms. Wolf's wage will decrease \$1.50/hour due to assignment change, effective 4/10/21.

Classified Staff Appointment(s) – Susan Cole, Heather Hemmelman, Jan Nichols

The administration recommends the following classified appointment(s):

Susan Cole to Library Paraeducator at Alcott to replace Ashley Pedersen who resigned. Ms. Pedersen will be paid the starting wage for Para, with adjustment for education and experience, according to the 2021-2022 classified salary schedule. Information about Ms. Cole is attached.

Heather Hemmelman to Skills 3 Paraeducator position at Watson to replace Sheila Clark who transferred to another position. Ms. Hemmelman will be paid the starting wage for Para, with adjustment for education and experience, according to the 2020-2021 classified salary schedule. Information about Ms. Hemmelman is attached.

Jan Nichols to Activities Secretary (.5 FTE) position at Senior High to replace Jessica Loya who resigned. Ms. Nichols will be paid the starting wage for Secretary Level I, with adjustment for education and experience, according to the 2020-2021 classified salary schedule. Information about Ms. Nichols is attached.

NEW CERTIFICATED STAFF APPOINTMENT FOR 2021-2022

Michaela Bailey

Grade 3 Teacher
Hawthorne School

EXPERIENCE:

First Teaching Experience

EDUCATION:

Bachelor of Arts – Special Education K-12,
Elementary Education K-8
(Anticipated 2021)
Hastings College - Hastings, NE

Diploma
Highlands Ranch High School - Highlands
Ranch, CO

SALARY: BA-1
\$35,600.00

NEW CERTIFICATED STAFF APPOINTMENT FOR 2021-2022

Emily Brooks Math (.5411 FTE)
Senior High

EXPERIENCE:

Hastings Public Schools – Hastings, NE
Long-term Substitute
08/2018 – present

Adams Central Public Schools – Hastings, NE
Substitute
01/2020 – present

Emily Brooks Tutoring – Juniata, NE
Owner
02/2018 - present

Beaverton School District – Beaverton, OH
Spanish Teacher
08/2005 – 06/2008

Oak Ridge High School – El Dorado Hills, CA
Long-term Substitute
2005

EDUCATION:

Master of Arts – Teacher Education
(Anticipated 12/2021)
Spanish Language Teaching
University of Nebraska - Lincoln, NE

Teacher Preparation Program - 2005
California State University – Sacramento, CA

Bachelor of Arts – 2003
Spanish and Linguistics
University of California – Davis, CA

Diploma
Roseville High School – Roseville, CA

SALARY: MA-4
\$25,331.06 (adjusted by .5411 FTE)

NEW CERTIFICATED STAFF APPOINTMENT FOR 2021-2022

Marleen Burkhart

EL Teacher
Middle School

EXPERIENCE:

Walnut Middle School – Grand Island, NE
Special Education Teacher
08/2016 – present

South Sioux City High School – South Sioux
City, NE
Newcomer/ELL Teacher
08/2012 – 05/2016

South Sioux City Middle School – South Sioux
City, NE
Mild/Moderate Special Education Teacher
08/2011 – 05/2012

South Sioux City High School – South Sioux
City, NE
ESL/Special Education Teacher
02/2010 – 05/2011

Yucca Valley High School – Yucca Valley, CA
ESL/Special Education
01/2007 – 12/2009

EDUCATION:

Master of Arts – 2013
Curriculum and Instruction (ELL focus)
Wayne State College, Wayne NE

Bachelor of Arts - 2006
Interdisciplinary Studies in Special Education
University of Texas – El Paso, TX

SALARY: MA18-11
\$61,232.00

NEW CERTIFICATED STAFF APPOINTMENT FOR 2020-2021

Mackenzie Daniels

Special Education Teacher
Middle School

EXPERIENCE:

First Teaching Experience

EDUCATION:

Bachelor of Arts - Education
(Anticipated 2021)
Hastings College – Hastings, NE

Diploma
North Bend High School – North Bend, NE

SALARY:

BA-1
\$35,600.00

NEW CERTIFICATED STAFF APPOINTMENT FOR 2021-2022

Sarah Haag

Speech Language Pathologist
TBD

EXPERIENCE:

Select Rehabilitation – Grand Island, NE
Speech Language Pathologist
11/2015 – present

Grand Island Physical Therapy/St Francis
Medical Center – Grand Island, NE
Speech Language Pathologist
01/2013 – 11/2015

Howard County Medical Center – St. Paul, NE
Speech Language Pathologist
05/2014 – 12/2016

York General Healthcare Systems – York, NE
Speech Language Pathologist
05/2012 – 01/2013

EDUCATION:

Master of Science – 2012
Speech and Language Pathology
Fort Hays State University – Hays, KS

Bachelor of Science – 2009
University of Nebraska – Kearney, NE

SALARY: MA-10
\$56,426.00

NEW CERTIFICATED STAFF APPOINTMENT FOR 2020-2021

Tyra Hayden

Kindergarten Teacher
Alcott School

EXPERIENCE:

First teaching experience

EDUCATION:

Bachelor of Science – Elementary Education
(Anticipated 2021)
Fort Hays State University – Hays, KS

Diploma
Ulysses High School – Ulysses, KS

SALARY:

BA-1
\$35,600.00

NEW CERTIFICATED STAFF APPOINTMENT FOR 2021-2022

Anisha Kuehn

Grade 1 Teacher
Longfellow School

EXPERIENCE:

Phillipsburg Elementary School – Phillipsburg,
KS
3rd Grade Teacher
08/2018 – present

EDUCATION:

Bachelor of Arts – 2018
Elementary Education
Central Christian College of Kansas –
McPherson, KS

Diploma
Minden High School – Minden, NE

SALARY: BA-4
\$40,406.00

NEW CERTIFICATED STAFF APPOINTMENT FOR 2021-2022

Colin Sandall

Vocal Music Teacher
Middle School

EXPERIENCE:

Walnut Middle School – Grand Island, NE
6-8 Music and Choir Teacher
08/2017 – present

Ottawa Middle School, USD 290 – Ottawa, KS
6-8 Music and Choir Teacher
08/2012 – 08/2017

Greeley-Wolbach Public Schools – Greeley,
NE
K-12 Band and Choir Teacher
08/2010 – 08/2012

Ozu Middle School – Ozu Town, Kumamoto
Prefecture, Japan
English Teach (ALT)
08/2008 – 08/2009

EDUCATION:

Bachelor of Music, cum laude – 2007
K-12 Vocal Music Education
Hastings College – Hastings, NE

Diploma
Bellevue West High School – Bellevue, NE

SALARY: BA-8
\$46,814.00

NEW CERTIFICATED STAFF APPOINTMENT FOR 2021-2022

MaLania Schubert

Grade 2 Teacher
Longfellow School

EXPERIENCE:

Grand Island Public Schools – Grand Island,
NE

4th Grade Teacher (virtual)
08/2020 - present

E.F. Starr Elementary – Grand Island, NE

4th Grade Teacher
08/2015 – 07/2020

Daniels Elementary School – Daniels, WV

3rd Grade Teacher
08/2014 – 06/2015

Beckley Elementary School – Beckley, WV

Title I Reading Specialist
09/2013 – 05/2014

EDUCATION:

Master of Education – 2018

Curriculum and Instruction

Doane University – Crete, NE

Concord University – Athens, WV

Bachelor of Arts – 2011

Elementary Education

University of Nebraska – Kearney, NE

Diploma

Sargent Public Schools – Sargent, NE

SALARY:

MA-9

\$54,824.00

NEW CERTIFICATED STAFF APPOINTMENT FOR 2021-2022

Nicole Schulte

Guidance Counselor
Senior High

EXPERIENCE:

Westridge Middle School – Grand Island, NE
School Counselor
08/2017 – 07/2021

Westridge Middle School – Grand Island, NE
Resource Teacher
08/2014 – 07/2017

EDUCATION:

Master of Arts – 2019
School Counseling
Doane University – Crete, NE

Master of Arts – 2014
Middle School English(4-9) / English Second
Language (K-12) / Early Childhood Education
Hastings College – Hastings, NE

Bachelor of Arts – 2012
Elementary Education (K-8) / Special
Education (K-12)
Hastings College – Hastings, NE

Diploma
Hastings High School – Hastings, NE

SALARY: MA45-8
\$61,232.00

15-day extended contract
\$4,911.60

NEW CERTIFICATED STAFF APPOINTMENT FOR 2021-2022

Amber Sullivan

Grade 2 Teacher
Longfellow School

EXPERIENCE:

Hastings Public Schools – Hastings, NE
Substitute
08/2020 – 05/2021

E.F. Starr Elementary – Grand Island, NE
3rd / 4th Grade Teacher
07/2012 – 05/2020

EDUCATION:

Bachelor of Arts – 2012
Elementary Education /(K-8) / Special
Education (K-6)
Hastings College – Hastings, NE

Associate of Arts – General Education1
Central Community College– Grand Island, NE

Diploma
Grand Island Senior High School – Grand
Island, NE

SALARY: BA-8
\$46,814.00

NEW CLASSIFIED STAFF APPOINTMENT FOR 2021-2022

Susan Cole

Library Paraeducator
Alcott School

EXPERIENCE:

Central Community College – Hastings, NE
ESL Teacher
10/2019 – present

Hastings Literacy Program, Americorps –
Hastings, NE
Americorps Member
09/2018 – 07/2020

Annapolis Area Christian School – Severn, MD
ESL Teacher
2015 - 2017

EDUCATION:

Bachelor of Science - Education
University of Nebraska – Lincoln, NE

Continuing Education Certificate, ESL
Anne Arundel Community College

Diploma
Hastings High School – Hastings, NE

SALARY: TBD – according to 2021-2022 Appendix A

NEW CLASSIFIED STAFF APPOINTMENT FOR 2020-2021

Heather Hemmelman

Skills 3 Paraeducator
Watson School

EXPERIENCE:

CPI Premier Stop – Hastings, NE
Cashier
11/2020 – 03/2021

Dollar General – Hastings, NE
Cashier
08/2017 – 05/2018

EDUCATION:

Undergraduate Studies
Central Community College

Diploma
Grand Island Senior High – Grand Island, NE

SALARY: \$11.10/hour

NEW CLASSIFIED STAFF APPOINTMENT FOR 2020-2021

Jan Nichols

Activities Secretary .5FTE
Senior High

EXPERIENCE:

Cozad Community Schools – Cozad, NE
Business Manager
1990 – 2020

EDUCATION:

Diploma
Cozad High School – Cozad, NE

SALARY: \$10.25/hour