



Work Session

Thursday, September 9, 2021 @ 6:00 PM Central
Middle School Multi-Purpose Room, 201 North Marian Road, Hastings, NE 68901

1. Roll Call -
2. Announcement - Jim Boeve -
3. Welcome to HEA reps and guests - Jim Boeve -
4. Review Board Norms/Goal - Jim Boeve -
5. Information on "Spotlight on Learning" - Jeff Schneider -
6. *Reminder of 2021-2022 budget and tax levy hearings, tax resolution and approvals - Jeff Schneider -
7. Approve ESSER III Plan - Jeff Schneider -
8. Approve or Modify Updated Return to Learn Plan - Jeff Schneider -
9. HPS Special Programs update - Dr. Kandace Garwood -
10. Date for Morton building tour - Trent Kelly -
11. Approve Morton change order #7 - Trent Kelly -

12. Approve YMCA Facilities Usage agreement - David Essink -

13. *Consent Agenda - David Essink -

14. Reminders - Jim Boeve -

15. Adjournment - Jim Boeve -

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

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

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

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

Hastings Public Schools

Board of Education Norms

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

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

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

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

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

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

We will also maintain confidentiality when necessary.

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

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

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

Notice of Special Hearing To Set Final Tax Request

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

PUBLIC NOTICE is hereby given, in compliance with the provisions of State Statute Section 77-1601.02, that the governing body will meet on the 13th day of, September 2021 at 6:30 o'clock P.M., at Hastings Middle School Multipurpose Room, 201 N. Marian Rd., Hastings, Nebraska for the purpose of hearing support, opposition, criticism, suggestions or observations of taxpayers relating to setting the final tax request.

	2020-2021	2021-2022	Change
Property Valuations	1,253,453,974	1,302,676,394	4%

2020/21 Budget Information

2021/22 Budget Information

Fund	2020-2021 Operating Budget	2020-2021 Property Tax Request	2020 Tax Rate	Property Tax Rate (2020-2021 Request Divided By 2021 Valuation)	2021-2022 Operating Budget	2021-2022 Proposed Property Tax Request	Proposed 2021 Tax Rate	Change in Tax Rate	Change in Operating Budget
General Fund	45,800,033.00	14,038,687.00	1.120000	1.077680	54,136,533.00	14,589,976.00	1.120000	0%	18%
Bond Fund(s) K - 12	21,485,000.00	2,482,088.00	0.200000	0.190538	6,723,245.00	2,605,351.00	0.200000	0%	-69%
Qualified Capital Purpose Undertaking Fund K - 12	3,047,817.00	275,757.00	0.022000	0.021168	2,788,016.00	286,589.00	0.022000	0%	-9%
Total	70,332,850.00	16,796,532.00	1.342000	1.289386	63,647,794.00	17,481,916.00	1.342000	0%	-10%

NOTICE OF BUDGET HEARING AND BUDGET SUMMARY

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

PUBLIC NOTICE is hereby given, in compliance with the provisions of State Statute Sections 13-501 to 13-513, that the governing body will meet on the 13th day of September, 2021 at 6:30 o'clock, P.M., at Hastings Middle School Multipurpose Room, 201 N. Marian Rd., Hastings, Nebraska for the purpose of hearing support, opposition, criticism, suggestions or observations of taxpayers relating to the following proposed budget and to consider amendments relative thereto. The budget detail is available at the office of the Clerk/Secretary during regular business hours. For more information on statewide receipts and expenditures, and to compare cost per pupil and performance to other school districts, go to: <https://nep.education.ne.gov>

FUNDS	Actual Disbursements & Transfers	Actual/Estimated Disbursements & Transfers	Budgeted Disbursements & Transfers	Necessary Cash Reserve (4)	Total Available Resources Before Property Taxes (5)	Total Personal and Real Property Tax Requirement (7)
	2019-2020 (1)	2020-2021 (2)	2021-2022 (3)			
General	\$ 40,882,962.00	\$ 42,290,693.00	\$ 54,136,533.00	\$ 4,000,000.00	\$ 43,692,457.00	\$ 14,589,976.00
Depreciation	\$ 264,312.00	\$ 20,000.00	\$ 858,953.00		\$ 858,953.00	
Employee Benefit	\$ 1,202.00	\$ 2,200.00	\$ 216,038.00	\$ -	\$ 216,038.00	
Contingency	\$ -	\$ -	\$ -		\$ -	
Activities	\$ 611,009.00	\$ 560,919.00	\$ 1,118,177.00	\$ -	\$ 1,118,177.00	
School Nutrition	\$ 2,153,532.00	\$ 1,958,550.00	\$ 2,347,225.00	\$ -	\$ 2,347,225.00	
Bond	\$ 17,056,481.00	\$ 2,046,100.00	\$ 6,723,245.00	\$ 1,000,000.00	\$ 5,143,947.00	\$ 2,605,351.00
Special Building	\$ 112,960.00	\$ 2,218,490.00	\$ 5,476,376.00		\$ 5,476,376.00	\$ -
Qualified Capital Purpose Undertaking	\$ 5,092,969.00	\$ 187,800.00	\$ 2,788,016.00	\$ 300,000.00	\$ 2,804,293.00	\$ 286,589.00
Cooperative	\$ 2,383,957.00	\$ 763,568.00	\$ 2,982,581.00	\$ -	\$ 2,982,581.00	
Student Fee	\$ 52,581.00	\$ 57,081.00	\$ 109,000.00	\$ -	\$ 109,000.00	
	\$ -	\$ -	\$ -	\$ -	\$ -	
TOTALS	\$ 68,611,965.00	\$ 50,105,401.00	\$ 76,756,144.00	\$ 5,300,000.00	\$ 64,749,047.00	\$ 17,481,916.00

RESOLUTION

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

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

WHEREAS, on September 7, 2021, the Board published notice in a newspaper of general circulation, and

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

WHEREAS, said notice included the required items as specific in Neb. Rev. Stat. § 77 1601.02;
NOW, THEREFORE, BE IT RESOLVED by the Board of Education of Adams County School District No. 01-18 a/k/a Hastings Public Schools that the Board has considered and approved the property tax request for the following year, as follows:

The amount of the property tax request is \$17,481,916.00. The total assessed value of property differs from last year's total assessed value by 4 percent;

The tax rate which would levy the same amount of property taxes as last year, when multiplied by the new total assessed value of property, would be \$1.289386 per \$100 of assessed value; The Hastings Public School District proposes to adopt a property tax request that will cause its tax rate to be \$1.342 per \$100 of assessed value; Based on the proposed property tax request and changes in other revenue, the total operating budget of Hastings Public School District will exceed last year's by (-10) percent,

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

The following members voted against the same;

The following members were absent or not voting:

-
-

The above Resolution having been consented to and approved by the Board of Education of this School District, was declared as passed and adopted by the President at a duly held and lawfully convened meeting in full compliance with the Nebraska open meetings law,
DATED this day of September, 13, 2021

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

President or Other Board Member

ATTEST:

Secretary or Other Board Member

Hastings Public Schools Safe Return to Learn Plan

The Hastings Public Schools will ensure continuity of services, including but not limited to services to address student's academic needs and students' and staff social emotional, mental health, and other needs, which may include student health and food services.

HPS was able to accomplish this in the 2020-21 school year by using a variety of strategies, many of which are listed below. Counselors, Teachers, School Administrators, and School Psychologist were instrumental in the mental health accommodations for both students and staff members. Some of the other strategies/procedures were:

1. Face Coverings:
 - A. Required for students and staff in 20-21 until May 16th
 - B. Recommended in all HPS buildings since 5-16-21
 - C. Required for pre-k to 6th grade students beginning August 23rd
 - D. Required for 7-12 starting September 2, 2021

2. Social Distancing:
 - A. Used alternate lunch procedures and spaces to allow as much as possible.
 - B. Attempted to use outdoor classrooms as much as possible

3. Hand washing and respiratory etiquette.
 - A. Scheduled extra time for hand washing and sanitizing.
 - B. Made hand sanitizer available in almost every room in the district

4. Cleaning and maintaining healthy facilities.
 - A. Altered cleaning routines to schedule more time to clean surfaces more often such as door handles, desks, etc
 - B. Using enhanced HVAC products to improve the air quality.

5. Contact tracing in combination with isolation and quarantine.

HPS will continue to work with local health officials in determining the need for isolation and quarantine for both students and staff members.

6. Diagnostic and screening testing.
 - A. HPS will continue to ask parents to screen students at home prior to bringing them to school.
 - B. HPS will continue to ask staff members to self-screen before reporting for duty.

7. Efforts to Provide Vaccinations to school community

HPS already has and will continue to offer our facilities to be used as vaccination sites for students with parental consent as well as for staff members.

8. Appropriate accommodations for children with disabilities with respect to health/safety policies
Each student with a disability will have accommodations to meet their health and safety needs.
9. Coordination with State and local health officials.
HPS will continue to meet with and coordinate with State and local health officials and will be prepared to change operating procedures should the need arise. We will also continue to monitor the guidance given by the CDC.

“Ensuring Continuity of Services”

Hastings Public Schools will continue to ensure continuity of services, including but not limited to services to address students’ academic needs and students’ and staff’s social, emotional, mental health, and other needs, which may include student health and food services.

“Public Comment Requirements”

Hastings Public Schools sought public comment/feedback during multiple board meetings during the 20-21 school year as well as via phone calls and emails to the Administration. There will be continued opportunities for public feedback during the 21-22 school year as well (the district shall seek public comment for each six-month revision or revisions due to significant changes to CDC guidance). Anyone wishing to provide immediate feedback can do so by contacting Jeff Schneider, Superintendent, at 402-461-7511 or at jeff.schneider@hpstigers.org.



Hastings Public Schools

Administrative Offices

1924 West A Street • Hastings, NE 68901 • Phone (402) 461-7500 • Fax (402) 461-7509

HASTINGS
PUBLIC SCHOOLS
Assuring the essential.
Expanding the possible.

Hastings Public Schools Possible Mask Mandate Guidelines

Beginning on _____, 2021, masks will not be required, but individuals who would prefer to wear them are encouraged to do so. If the absentee rate for ANY ILLNESS exceeds 12% over a 3-day period, it will result in a mask mandate for 14 calendar days for that particular building. If the absentee rate is below 12% at the end of the 14-day requirement, the building will no longer be required to wear masks.

An absentee rate of 20% or more over a 3-day period may result in a brief shutdown of the particular building to allow a deep clean and will also result in a 14-day mandatory mask policy. If mandated, mask-wearing WILL NOT be optional.

What does 12% look like?

Building	Enrollment	12%
Alcott	237	29
Hawthorne	334	41
Lincoln	292	36
Longfellow	314	38
Watson	343	42
HMS	761	92
High School	1083	130

79-526. Class III or IV school district; school board; schools; supervision and control; powers.

The school board or board of education of a Class III or IV school district has responsibility for the general care and upkeep of the schools, shall provide the necessary supplies and equipment, and, except as otherwise provided, has the power to cause pupils to be taught in such branches and classified in such grades or departments as may seem best adapted to a course of study which the board shall establish with the consent and advice of the State Department of Education. The board shall make provision for pupils that may enter at any time during the school year. The board shall have a record kept of the advancement of all pupils in each branch of study. **The board shall make rules and regulations as it deems necessary for the government and health of the pupils and devise any means as may seem best to secure the regular attendance and progress of children at school.**

Our goal is to have in-person learning and to keep our schools open.

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



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

CHANGE ORDER #7

TO: CMBA- MATT BENNETT

Phone	Date 5-17-21
Job Name/Location MORTON SCHOOL	
Job Number	Job Phone
Existing Contract No.	Date of Existing Contract

Change order per PR 6 – PROJECTION SCREEN CHANGE

- WERCO – Change 16 screen sizes to 96x96 with wall brackets ADD \$1,718.00
 Total with Profit, overhead and bond ADD \$2,005.00
- Note: Only the items listed above are included in this change order

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

DATE 5/17/21		
AUTHORIZED SIGNATURE (CONTRACTOR) Brad Hamburger		
		CHANGE ORDER \$2,005.00
ACCEPTED -The above prices and specifications of this Change Order are satisfactory and are hereby accepted. All work to be performed under same terms and conditions as specified in original contract unless otherwise stipulated.		Date of acceptance: <u>MAY 15TH 2021</u> Signature: <u>[Signature]</u> (OWNER)

Hastings YMCA and Hastings Public Schools Facility Usage Agreement

THIS AGREEMENT is made and entered into the 1st day of June 2021, by and between the Hastings Family YMCA, hereinafter referred to as YMCA and Hastings Public Schools, hereinafter referred to as HPS.

WHEREAS the YMCA owns and operates an indoor swimming pool located at 1430 West 16th Street Hastings, NE, herein after termed "swimming facilities" and the HPS desires to utilize the swimming facilities for the HHS Swim Team and the Life Skills Program.

NOW, THEREFORE, IN CONSIDERATION OF THE PREMISES AND THE MUTUAL COVENANTS AND AGREEMENTS HEREIN CONTAINED, the parties agree as follows:

Section 1. The YMCA agrees that HPS will have use of the pool during interscholastic swimming season for any meets or tournaments involving competition with other schools from the first day of swim practice through the state swim meet as determined by the Nebraska State Activities Association (N.S.A.A.). The YMCA agrees that HPS shall also have the right to practice between the hours of 3:45pm and 6:00pm Monday - Friday. HPS will cooperate with the YMCA and other area organizations for the use of facilities for other activities. HPS will inform the YMCA of its schedule at least one month prior to the official starting date of the competitive swimming season as designated by the N.S.A.A.

Section 2. The YMCA agrees that HPS and Educational Service Unit #9 will have use of the pool on specific dates to be determined at a later time. These dates shall not exceed 20 days per year. During these predetermined dates, students within the Lifeskills program of HPS and the Educational Service Unit #9 shall have access to the pool, locker rooms, family change rooms and other areas of the facility as agreed upon by the YMCA staff. These groups will have access to the facility at various times throughout the days set forth, however, those times shall not be prior to 8:00AM and shall not be after 3:00PM.

Section 3. HPS shall pay the YMCA the sum of \$15,000.00. This contract will be for HPS swim practice and HPS swim meets. HPS and the YMCA shall give the other party (48) hours notice of any cancellation of the use of the any facilities except when such cancellation is necessitated by adverse weather conditions or acts of God.

Section 4. During all times when HPS is using the YMCA facilities, HPS personnel shall be responsible for the supervision of all students. HPS shall indemnify and hold harmless the YMCA from any liability that HPS may incur for any injury or harm arising out of the use of the facilities by HPS, its students, spectators, athletes, and coaches. YMCA agrees to provide safe facilities at all times for use by HPS.

IN WITNESS WHEREOF the parties have caused this Agreement to be executed by the Hastings Family YMCA of Hastings, Nebraska and Hastings Public Schools of Hastings, Nebraska, the day indicated by such signature.

Signed: _____ Date: _____
Hastings YMCA Representative

Signed: _____ Date: _____
Hastings Public Schools Representative

PERSONNEL

Certificated Staff Appointment – Amy Voss

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

Amy Voss to Science Teacher position at Senior High to replace Zubaoyi Yi who resigned. This appointment is for the 2022-23 school year. Ms. Voss' anticipated placement will be MA27-11 according to the 2022-2023 certificated salary schedule. Information about Ms. Voss is attached.

Extra Standard Resignations – Bailey Johnson, Kelly Landgren, Ronda Loetterle

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

Bailey Johnson from Learning Team Liaison (MS Science) position effective immediately.

Kelly Landgren from Learning Team Liaison (Grade 01) position effective immediately.

Ronda Loetterle from Learning Team Liaison (Grade 03) position effective immediately.

Extra Standard Transfers – Jonathan Lindblad, Brenda McKenzie

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

Jonathan Lindblad from SH Assistant Wrestling to MS Assistant Wrestling at Middle School to replace Todd Kiplinger who resigned. Mr. Lindblad will be paid the MS Assistant Wrestling stipend of \$2492.00 at Category I, Level 2, with adjustment to prior district experience, according to the 2021-2022 extra standard salary schedule.

Brenda McKenzie from Learning Team Liaison (eLearning) to Learning Team Liaison (Grade 5) to replace Stephanie Strong who resigned. Ms. McKenzie will continue to receive the Learning Team Liaison stipend of \$890.00 according to the 2021-2022 extra standard salary schedule.

Extra Standard Appointments – Rochelle Anderson, Jordan Binfield, Sheridan Erb, Melissa Everson, Jeremy Hamilton, Jennifer Hartman, Denise Jarmer, Brandon Kile, Jonathan Lindblad, Kailey Rayburn

The administration recommends the following Extra Standard appointment(s):

Rochelle Anderson to Grade 2 Liaison position to replace Nanette Reiman who resigned. Ms. Anderson will be paid the Learning Team Liaison stipend of \$890.00 according to the 2021-2022 extra standard salary schedule.

Jordan Binfield to MS Science Liaison to replace Bailey Johnson who resigned. Mr. Binfield will be paid the Learning Team Liaison stipend of \$890.00 according to the 2021-2022 extra standard salary schedule.

Sheridan Erb to SH Assistant Volleyball at High School to replace Allison Soucie who transferred to SH Head Volleyball. Ms. Erb will be paid the SH Assistant Volleyball stipend of \$3204.00 at Category III, Level 1 according to the 2021-2022 extra standard salary schedule.

Melissa Everson to SH Assistant Volleyball at High School to replace Chelby Schlichtman who resigned. Ms. Everson will be paid the SH Assistant Volleyball stipend of \$3204.00 at Category III, Level 1 according to the 2021-2022 extra standard salary schedule.

Jeremy Hamilton to SH Special Education Liaison to replace Robin Bailey who retired. Mr. Hamilton will be paid the Learning Team Liaison stipend of \$890.00 according to the 2021-2022 extra standard salary schedule.

Jennifer Hartman to Grade 3 Liaison to replace Ronda Loetterle who transferred to Grade 1. Ms. Hartman will be paid the Learning Team Liaison stipend of \$890.00 according to the 2021-2022 extra standard salary schedule.

Denise Jarmer to Grade 1 Liaison to replace Kelli Landgren who resigned. Ms. Jarmer will be paid the Learning Team Liaison stipend of \$890.00 according to the 2021-2022 extra standard salary schedule.

Brandon Kile to SH Assistant Wrestling at High School to replace Jonathan Lindblad who transferred to MS Assistant Wrestling. Mr. Kile will be paid the SH Assistant Wrestling stipend of \$3204.00 at Category III, Level 1 according to the 2021-2022 extra standard salary schedule.

Jonathan Lindblad to MS Assistant Wrestling at Middle School to replace Todd Kiplinger who resigned. Mr. Lindblad will be paid the MS Assistant Wrestling stipend of \$2492.00 at Category I, Level 2, with adjustment to prior district experience, according to the 2021-2022 extra standard salary schedule.

Kailey Rayburn to Grade 2 Liaison to replace Laurie Parr who resigned. Ms. Rayburn will be paid the Learning Team Liaison stipend of \$890.00 according to the 2021-2022 extra standard salary schedule.

Classified Staff Releases/Resignations/Retirements – Ronald Erickson, Dianna Hansen

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

Ronald Erickson retiring from Transportation Coordinator position effective October 1, 2021.

Dianna Hansen resigned from School Nurse position effective September 2, 2021.

Classified Staff Transfer(s) – Roger Flohrs, Rose Koehler, Alicia Mick

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

Roger Flohrs from Bus Driver/Maintenance position to Transportation Coordinator position to replace Ron Erickson who is retiring. Mr. Flohrs' position will change from classified hourly to classified salary and wage will be adjusted for the new assignment, effective August 10, 2021.

Rose Koehler from EL Paraeducator position to Office Paraeducator position at Longfellow to replace Brenda Kuehn who transferred positions.. Ms. Koehler's wage and hours will remain the same.

Alicia Mick from Library Paraeducator position to Special Education Paraeducator position at Alcott to replace Christine Schafer who retired. Ms. Mick's wage and hours will remain the same.

Classified Staff Appointments – Cassidy Cilento, Jan Elmore, Charles Godwin, Miranda Harpham, Brandon Hemberger, Brandon Kile, Bethany Lacy, Kenneth McKenzie, Joshua Necas, Dan Rayburn, Lauren Rickard, Estefania Rodriguez, Kirsten Rodriguez, Angela Shipman

The administration recommends the following Classified appointment(s):

Cassidy Cilento to SEBL Paraeducator position at Middle School which is a new position. Ms. Cilento will be paid the starting wage for SEBL Paraeducator according to the 2021-2022 classified salary schedule, with adjustment for education and/or prior experience. Information about Ms. Cilento is attached.

Jan Elmore to 9-month Bus Driver position in Transportation to replace a staff member who passed away. Ms. Elmore will be paid the starting wage for Bus Driver according to the 2021-2022 classified salary schedule, with adjustment for education and experience. Information about Ms. Elmore is attached.

Charles Godwin to SEBL Paraeducator position at Longfellow which is a new position. Mr. Godwin will be paid the starting wage for SEBL Paraeducator according to the 2021-2022 classified salary schedule, with adjustment for education and/or prior experience. Information about Mr. Godwin is attached.

Miranda Harpham to SEBL Paraeducator position at Alcott which is a new position. Ms. Harpham will be paid the starting wage for SEBL Paraeducator according to the 2021-2022 classified salary schedule, with adjustment for education and/or prior experience. Information about Ms. Harpham is attached.

Brandon Hemberger to Library Paraeducator position at High School to replace Joyce Schmidt who transferred positions. Mr. Hemberger will be paid the starting wage for Library Paraeducator according to the 2021-2022 classified salary schedule, with adjustment for education and/or prior experience. Information about Mr. Hemberger is attached.

Brandon Kile to Intervention Tech position at High School to replace Derek Vargas who resigned. Mr. Kile will be paid the starting wage for Intervention Tech according to the 2021-2022 classified salary schedule, with adjustment for education and/or prior experience. Information about Mr. Kile is attached.

Bethany Lacy to SEBL Paraeducator position at Watson which is a new position. Ms. Lacy will be paid the starting wage for SEBL Paraeducator according to the 2021-2022 classified salary schedule, with adjustment for education and/or prior experience. Information about Ms. Lacy is attached.

Kenneth McKenzie to Library Paraeducator position at Alcott to replace Alicia Mick who transferred to another position. Mr. McKenzie will be paid the starting wage for Library Paraeducator according to the 2021-2022 classified salary schedule, with adjustment for education and/or prior experience. Information about Mr. McKenzie is attached.

Joshua Necas to Skills 3 Paraeducator position at Watson to replace Amy Hamburger who transferred positions. Mr. Necas will be paid the starting wage for Skills 3 Paraeducator according to the 2021-2022 classified salary schedule, with adjustment for education and/or prior experience. Information about Mr. Necas is attached.

Dan Rayburn to 12-month Bus Driver/Maintenance position in Transportation to replace Roger Flohrs who transferred positions. Mr. Rayburn will be paid the starting wage for Bus Driver according to the 2021-2022 classified salary schedule, with adjustment for education and experience. Information about Mr. Rayburn is attached.

Lauren Rickard to Library Paraeducator position at Hawthorne to replace Ann Wolf who transferred positions. Ms. Rickard will be paid the starting wage for SEBL Paraeducator according to the 2021-2022 classified salary schedule, with adjustment for education and/or prior experience. Information about Ms. Rickard is attached.

Estefania Rodriguez to EL Paraeducator position at Middle School to replace Kelin Guzman who resigned. Ms. Rodriguez will be paid the starting wage for EL Paraeducator according to the 2021-2022 classified salary schedule, with adjustment for education and/or prior experience. Information about Ms. Rodriguez is attached.

Kirsten Rodriguez to SPED Paraeducator position at Middle School to replace Margaret Olsen who resigned. Ms. Rodriguez will be paid the starting wage for SPED Paraeducator according to the 2021-2022 classified salary schedule, with adjustment for education and/or prior experience. Information about Ms. Rodriguez is attached.

Angela Shipman to School Nurse/RN position to replace Dianna Hansen who resigned. Ms. Shipman will be paid the starting wage for School Nurse/RN according to the 2021-2022 classified

nurse salary schedule, with adjustment for education and/or prior experience. Information about Ms. Shipman is attached.

NEW CLASSIFIED APPOINTMENT FOR 2021-2022

Cassidy Cilento

SEBL Paraeducator
Middle School

EXPERIENCE:

Nick Hughes - Hastings, NE
Nanny
06/03/2020 - 08/13/2021

Pastime Lanes - Hastings, NE
Cafe Worker
10/01/2020 - 05/01/2021

EDUCATION:

Currently enrolled in Elementary Education
Hastings College - Hastings, NE

CNA
Warren Tech North - Arvada, CO

Diploma
Columbine High School - Littleton, CO

SALARY: \$10.60/hour

NEW CLASSIFIED APPOINTMENT FOR 2021-2022

Jan Elmore

Bus Driver 9 - month
Transportation 

EXPERIENCE:

Walmart - Hastings, NE
OGP
03/31/2021 - 08/10/2021

LCSD - Cheyenne, WY
Bus Driver
10/01/2010 - 06/01/2020

EDUCATION:

Truck Driving Certification
Southeast Community College - Lincoln, NE

Nursing Certificate
Central Community College - Kearney, NE

Diploma
Denison Community High School -Denison, IA

SALARY: \$16.25/hour

NEW CLASSIFIED APPOINTMENT FOR 2021-2022

Charles Godwin

SEBL Paraeducator
Longfellow



EXPERIENCE:

Fremont Public Schools - Fremont, NE
K - 12 Substitute Teacher
2014 - 2021

Minnesota State Academy for the Blind -
Faribault, MN
Teacher
1998 - 2003

Midwest Children's Home - Longmont, CO
House Parent, Cook, Maintenance
1975 - 1981

EDUCATION:

45 hours towards Masters of Arts in Teaching
Northern State University - Aberdeen, SD

Bachelor of Arts
University of Northern Colorado - Greeley, CO

Diploma
Findlay High School - Findlay, OH

SALARY: \$11.50/hour

NEW CLASSIFIED APPOINTMENT FOR 2021-2022

Miranda Harpham

SEBL Paraeducator
Alcott



EXPERIENCE:

Menards - Hastings, NE
Delivery Coordinator

EDUCATION:

Bachelor's Degree
University of Nebraska - Kearney, NE

Diploma
Hastings High School - Hastings, NE

SALARY: \$10.90/hour

NEW CLASSIFIED APPOINTMENT FOR 2021-2022

Brandon Hemberger

Library Paraeducator
Senior High School



EXPERIENCE:

Central Community College - Hastings, NE
Library Assistant

EDUCATION:

Associates Degree
Central Community College - Hastings, NE

Library Science Certificate
University of Nebraska - Omaha, NE

Diploma
Hastings High School - Hastings, NE

SALARY: \$11.00/hour

NEW CLASSIFIED APPOINTMENT FOR 2021-2022

Brandon Kile

Intervention Tech
Senior High School



EXPERIENCE:

Naval Air Weapons Station China Lake -
Ridgecrest, CA
Mathematician

Cogdill Fencing - Chadron, NE
Laborer

Naval Air Weapons Station China Lake -
Ridgecrest, CA
Mathematics Internship

EDUCATION:

Bachelor of Science
Chadron State College - Chadron, NE

Diploma
Hastings High School - Hastings, NE

SALARY: \$16.00/hour

NEW CLASSIFIED APPOINTMENT FOR 2021-2022

Bethany Lacy

SEBL Paraeducator
Watson

EXPERIENCE:

Head Start - Hastings, NE
Assistant Teacher
10/05/2020 - 09/06/2021

Hastings Public Schools - Hastings, NE
7th Grade Para
08/16/2017 - 05/20/2020

Mosaic - Hastings, NE
DSA
08/11/2014 - 08/15/2016

EDUCATION:

Associates Degree
Central Community College - Hastings, NE

Diploma
Hastings High School - Hastings, NE

SALARY: \$10.60/hour

NEW CLASSIFIED APPOINTMENT FOR 2021-2022

Kenneth McKenzie

Library Paraeducator
Alcott



EXPERIENCE:

Lakeside Community Church - Hastings, NE
Interim Children's Pastor

Prairie View Industries - Dallas, TX
Quality Control

Slumberland Furniture - Columbus, NE
Sales Associate

EDUCATION:

Bachelor's Degree
Trevecca University - Nashville, TN

Associates Degree
Metro Tech Community College - Elkhorn, NE

Graphic Design Certificate
University of Nebraska - Kearney, NE

Diploma
Fremont High School - Fremont, NE

SALARY: \$11.00/hour

NEW CLASSIFIED APPOINTMENT FOR 2021-2022

Joshua Necas

Skills 3 Paraeducator

Watson



EXPERIENCE:

Mid Plains Behavioral Health - Grand Island, NE
Maintenance Supervisor

Royelle Truck Parts - Grand Island, NE
Sales

Rich N Sons RV - Grand Island, NE
Lot Supervisor

EDUCATION:

Electrician Certificate
Central Community College - Grand Island, NE

Diploma
York High School - York, NE

SALARY: \$12.10/hour

NEW CLASSIFIED APPOINTMENT FOR 2021-2022

Dan Rayburn

Bus Driver / Maintenance
Transportation



EXPERIENCE:

Jacobi's Carpet One - Hastings, NE
Warehouse
09/01/2020 - 07/06/2021

Eakes Office Solutions - Hastings, NE
Delivery Driver
07/19/2019 - 07/01/2020

Matthews International
Delivery Driver / Warehouse
06/01/2018 - 07/01/2019

EDUCATION:

Bachelor's Degree
University of Nebraska - Lincoln, NE

Diploma
Gibbon Public Schools - Gibbon, NE

SALARY: \$14.00/hour

NEW CLASSIFIED APPOINTMENT FOR 2021-2022

Lauren Rickard

Library Paraeducator
Hawthorne



EXPERIENCE:

Head Start- Grand Island, NE
Paraeducator
12/04/2020 - 08/03/2021

Grand Island Public Schools - Grand Island, NE
Paraeducator
08/17/2017 - 08/28/2019

Candlewood Suites - Grand Island, NE
Front Desk Agent
02/18/2020 - 09/09/2020

EDUCATION:

Bachelor's Degree
University of Phoenix - Tempe, AZ

Diploma
Grand Island Senior High School - Grand Island, NE

SALARY: \$11.20/hour

NEW CLASSIFIED APPOINTMENT FOR 2021-2022

Estefania Rodriguez

EL Paraeducator
Middle School



EXPERIENCE:

Pacha Soap - Hastings, NE
Crafter
02/01/2021 - present

Pooh Corner - Hastings NE
Head Teacher
04/01/2019 - 03/01/2020

The Good Samaritan Society - Hastings, NE
Teacher Assistant
07/1/2018 - 09/01/2018

EDUCATION:

Associate's Degree
Central Community College - Hastings, NE

Diploma
Harvard High School - Harvard, NE

SALARY: \$10.80/hour

NEW CLASSIFIED APPOINTMENT FOR 2021-2022

Kirsten Rodriguez

SPED Paraeducator
Middle School



EXPERIENCE:

EDUCATION:

Diploma
Hastings High School - Hastings, NE

SALARY: \$12.00/hour

NEW CLASSIFIED APPOINTMENT FOR 2021-2022

Angela Shipman

School Nurse/RN
District Wide



EXPERIENCE:

Family Medical Center - Hastings, NE

RN
08/01/2000 - 09/01/2021

Mary Lanning Hospital
RN
06/01/1992 - 08/01/2000

EDUCATION:

Bachelor of Nursing
Creighton School of Nursing

Diploma
Hastings High School - Hastings, NE

SALARY: \$45,202.00/year