



**HASTINGS  
PUBLIC SCHOOLS**

Assuring the essential.  
Expanding the possible.

## **Work Session**

Thursday, April 11, 2024 @ 6:00 PM Central  
Board Room at HPS District Offices, 1515 W 8th St, Hastings, NE 68901

1. Roll Call -
2. Announcement - Becky Sullivan -
3. Welcome to HEA reps and guests - Becky Sullivan -
4. Review Board Norms/Goal - Becky Sullivan -
5. Board Report - Becky Sullivan -
6. Information on "Spotlight on Learning" - Jeff Schneider -
7. Quarterly Financial Report - Jeff Schneider & Shelly Julian -
8. Legislative Update - Jeff Schneider -
9. Approve 2024 Summer Activities Program - Lawrence Tunks -
10. Approve Senior High Foreign Language Trip - Lawrence Tunks -
11. Approve Substitute Teacher pay rate for 2024-25 - Dr. Tom Szlanda -

12. Approve Classified Staff increases and Appendix A for 2024-2025 - Dr. Tom Szlanda -

13. Approve Administrative Staff increases for 2024-2025 - Jeff Schneider -

14. Approve Superintendent's Contract - Becky Sullivan & Laura Schneider -

15. Approve Dental Insurance change for Classified Staff - Jeff Schneider & Dr. Tom Szlanda -

16. \*Consent Agenda - Dr. Thomas Szlanda -

17. OPPORTUNITY FOR PUBLIC TO BE HEARD - Becky Sullivan -

18. Reminders - Becky Sullivan -

19. Adjournment - Becky Sullivan -

**\*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.***



**2024**

# **Summer School**

## **2024 Summer School Dates**

### **High School:**

**Dates:** **May 28th - June 28th**

**Days:** **Monday - Friday**

**Time:** **8:00 am - 11:00 am**

**Location:** **Hastings High School, 1100 West 14th Street (not at the Learning Center)**

### **Middle School:**

**Dates:** **June 3rd - June 26th**

**Days:** **Monday - Thursday**

**Time:** **9:00 am - 12:00 pm**

**Location:** **Hastings Middle School, 201 N Marian Road**

### **Elementary:**

**Dates:** **July 8th - July 26th**

**Days:** **Monday - Friday**

**Time:** **9:00 am - 12:00 pm**

**Location:** **Longfellow Elementary, 828 N Hastings Avenue**

### **\*\*Note:**

**High School & Middle School Skills classes will run the same as the Middle School schedule.**

**Elementary Skills classes will run the same as the Elementary schedule.**



# 2024 HPS ACTIVITY SUMMER CAMPS

REGISTER ONLINE AT THE HPS REVTRAK STORE - [HTTPS://HASTINGSPUBLICSCHOOLS.REVTRAK.NET/](https://hastingspublicschools.revtrak.net/)  
 SELECT "SUMMER ACTIVITY CAMPS" CONTACT THE CAMP DIRECTOR IS FINANCIAL ASSISTANCE IS NEEDED

Camp	Dates	Grades	Times	Cost	Location	Contact
Strength and Conditioning	June 3-July	Boys 9-12 Girls 9-12  HMS 6-8	6:30 am-12 pm or 5pm *Date & time assigned by sport  *11:30 am-12:30 pm	\$30	HHS Wt. Room	Charlie Shoemaker charlie.shoemaker@hpstigers.org
Band	May 28-June 21 Tues-Fri	Grade 5 Grades 6-8	8-8:50 or 9-9:50am 10-10:50 or 11-11:50 (depends on instrument/level)	\$80	HMS	Rick Matticks rick.matticks@hpstigers.org
Baseball	June 10-June 12	Grades 6-9	10:30 am-12:30 pm	\$35	Duncan Field	Blake Marquardt blake.marquardt@hpstigers.org
Boys Basketball	Mon June 3- Thurs June 6	Grades 3-5 Grades 6-8 Grades 9-12	9-10 am 10:30 am-12 pm 12:30-2:30 pm	\$35	HMS HHS HHS	Dylan Flinn dylan.flinn@hpstigers.org

Girls Basketball	May 28-31	Grades 7-12 Grades 3-6	9 am-noon 12-2 pm	\$35	HHS	Lance Creech lance.creech@hpstigers.org
Bowling	Jun 17-19	Grades 1-6 Grades 7-12	1-2:30 pm 2:30-4 pm	\$35	Pastime Lanes	Kent Rothfuss kent.rothfuss@hpstigers.org
Football	*Skills work *7 on 7	Grades 9-12	after weights Mondays 6:30 pm	no cost	HHS	Charlie Shoemaker charlie.shoemaker@hpstigers.org
Orchestra	May 28-June 21 Tues-Fri	Grades 4-12	depends on level and instrument	\$80	HMS	Christine Niemeyer christine.niemeyer@hpstigers.org
Running Camp (Distance)	June 24-27	Grades 3-8	9:30-11 am	\$35	HHS North Gym Lobby	Christy Rickert christy.rickert@hpstigers.org
Tennis	Scheduled sessions during the summer	Ages 6-18	sign up by contacting Coach Gueswell			Mark Gueswell mark.gueswell@hpstigers.org
Soccer (Boys & Girls)	May 29-30	Grades 2-8	2:30-5 pm	\$35	HHS Soccer Fields	Nathan Mueller nathan.mueller@hpstigers.org
Softball	June 10-12 July 16-17	Ages 10 & under Ages 11 & up	8-9:30 am 8-10 am	\$35	Smith Complex	Blake Marquardt blake.marquardt@hpstigers.org
Volleyball	July 31-Aug 2	Grades 3-6 Grades 7-8	9-10:30 am 10:30 am-12 pm	\$35	HHS	Mandy Buderus mandy.buderus@hpstigers.org
Wrestling	June 6-7	Grades 4-12	9-11 am & 12-2 pm	\$35	HHS	Nolan Laux nolan.laux@hpstigers.org

# HASTINGS PUBLIC SCHOOLS DOMESTIC OR FOREIGN TRAVEL REQUEST FORM

**Name of Teacher(s) Proposing Travel :** Jean Davis (Former HHS Spanish teacher 2006-2017 and trip coordinator) Linda Shaw is planning to be a sponsor. Other Foreign Language teachers could go as sponsors as needed.

**Travel Project Title :** Costa Rica ISLS Travel and Family-Stay Program 2025

## **1. What purpose will this travel address?**

Students will have the opportunity to stay with a Costa Rican family (hired/approved through the language school) and will be able to improve their Spanish communication skills by being immersed in the language and using it in a natural environment as well as at the ISLS formal language school. Through the immersion, students will experience Costa Rican/Hispanic culture as they view and participate in the daily family routine. Additionally, students will have the opportunity to experience the ecological beauty of Costa Rica firsthand, which is an important part of that culture.

## **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 Spanish language and culture during their family stay and through a formal study in a Spanish language school. Being immersed in the language will help them put to use what they have learned in the classroom. Students will be able to compare the Costa Rican/Hispanic culture with their own.

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

Day 1 (March 6, 2025) Depart for Costa Rica; spend night in San Jose  
Day 2 Travel to the coast, Puerto Viejo; Jaguar Rescue Center Private Tour  
Day 3 Beach Day, Puerto Viejo  
Day 4 Snorkeling/Hiking at Cahuita National Park; transport to host families in Turrialba  
Day 5 Family Stay / ISLS language school – placement testing and classes; walking tour of Turrialba  
Day 6 Family Stay / ISLS language school; Ziplining/Canyoning tour  
Day 7 Family Stay / ISLS language school; Latin dance classes at the school  
Day 8 Family Stay / ISLS language school; Cooking class at the school  
Day 9 Family Stay / Pacuare Rafting Tour  
Day 10 (March 15, 2025) Transport to SJO airport for return flight to Hastings

#### **4. Are commercial agents involved? Yes**

Dana Garrison (co-owner/President of ISLS: Institute for Spanish Language Studies - with whom we have traveled since 2012) will arrange / provide :

- Round trip air transportation
- Bus transportation to and from airport in Costa Rica, for all tours, and to Turrialba
- Arrange stay in San Jose and Puerto Viejo
- Arrange family stays for students and sponsors with families hired, supervised, and evaluated through the language school
- Arrange all tours and weekend / after school activities
- Provide accident insurance

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

All lodging, meals, and transportation are arranged by Dana Garrison and are included in the cost of the trip (with the following exceptions): Students will need school transportation to and from the airport in Omaha. Students will be responsible for their meals on the travel days (2-3 meals on day 1 and lunch and dinner on day 10).

#### **6. How will students be supervised on this trip?**

-Throughout the trip, students are expected to observe the strict ISLS/HHS codes of conduct and regulations for minors (curfew; abstention from alcohol, tobacco use, physical relations; buddy system, etc.)

-Days 1-3 and Day 10 the supervisors and students will be together as a group.

-For days 4-9, students and supervisors will stay in ISLS selected/approved/monitored family stays where the same rules will apply. Students and Supervisors will be in attendance at a language institute in the morning on days 5 – 8, so we will be in contact with students every day even during the host-family stay, in addition to participating in activities and excursions as a group on the weekend and after school. Supervisors will also be in contact with all host parents by phone or in person as needed to ensure that students are obeying strict guidelines or to check on students in any situation that arises. When not with supervisors, students will have 24-hour phone access to trip leaders.

#### **7. What will the trip cost the District?**

-Bus transportation to / from Omaha Eppley Airfield

-Cost of substitute teacher for 1 days (plus more for possible extra sponsors as needed)

-Partial/full cost for 3rd supervisor (dependent on final # of student participants) (Full cost = approximately \$3385)

- Phone coverage while in Costa Rica for one sponsor's phone (approximately \$100) to be able to communicate with students while they are with their host families or in case of emergency
- Cost to pay trip coordinator

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

Quoted price = \$3385 (Cost dependent on minimum of 13 students traveling)

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

Travelers may participate in a fundraiser in April 2024, depending on interest, and again in the fall of 2024.

There will also be some scholarship money for travelers from the World Language Department from unused funds raised by former students prior to the Covid pandemic. Special priority will be given based on needs.

**10. How will the trip be evaluated?**

All students will complete an evaluation form for the language school and a post-trip evaluation form developed by the trip leaders. Quantitative and qualitative data collected from trip participants will be analyzed by trip leaders and help inform future trip decisions.

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

- All students / one parent are to attend an informational meeting in late March 2025.
- All students / one parent must attend a meeting in Jan. 2025
- All students / one parent must attend a final pre-departure meeting in March 2025.
- Required weekly student meetings starting Jan. 2025 up until time of departure

**APPENDIX A**  
**Salary Range for Classified Staff**  
**Approved**  
**Effective**

<u>Work Classification</u>	<u>Entry Level Salary Range</u>
Master Plumber/HVAC	\$22.50 - \$27.50
Master Electrician	\$22.50 - \$27.50
Accompanist	\$22.50 - \$26.50
Master Mechanic	\$20.75 - \$25.00
Licensed Practical Nurse	\$22.00 - \$25.00
Master Carpenter	\$19.75 - \$23.50
Technology Assistant (Classified)	\$19.50 - \$23.50
Interpreter/Translator	\$21.00
Bus Driver	\$18.00 - \$20.50
Mechanic	\$17.00 - \$19.50
Administrative Asst Level II	\$18.00 - \$19.50
Director Admin Asst	
Payroll Admin Asst	
Federal Programs Admin Asst	
Central Office Admin Asst	
Senior High Head Admin Asst	
Grounds and Maintenance Level II	\$17.50 - \$18.50
Groundskeeper	
Custodian V	\$17.00 - \$18.00
Senior High Head Day Custodian	
Administrative Asst Level I	\$16.50 - \$17.50
Middle School Admin Asst	
Senior High Admin Asst	
Elementary Admin Asst	
Nurse Assistant (CMA)	\$17.00 - \$18.00
Like Skills/Behavior Disorder Paraeducator	\$17.50 - \$18.50
Custodian IV	\$15.50 - \$16.50
Middle School Head Day Custodian	
In-School Suspension Supervisor	\$15.50 - \$16.50
Custodian Level III	\$15.50 - \$16.50
Senior High Head Night Custodian	
Custodian Level II	\$15.25 - \$16.25
Elementary Head Custodian	
Middle School Head Night Custodian	
Custodian Level I	\$14.75 - \$15.75
Day Custodian	
Night Custodian	

Grounds and Maintenance Level I	\$14.75 - \$15.75
General Maintenance	
Grounds Worker	
Supply Clerk	
Bus Monitor	\$14.50 - \$15.50
Paraeducator	\$14.50 - \$15.50
Classroom Paraeducator	
Clerical Paraeducator	
Media Paraeducator	
Technology Paraeducator	
Summer Help	\$14.00

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 hourly 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
- Foundation Executive Director
- Learned Professional
- Maintenance Supervisor
- Registered Nurse
- School/Community Liaison
- Technology/Data Coordinator
- Technology Facilitator
- Transportation Coordinator

2024-2025 RN Salary Schedule  
Based on the Teacher Salary Schedule

<u>Level</u>	RN	RN (BSN)
1 <sup>st</sup> yr	39,100	40,860
2-3 yrs	40,860	42,619
4-5 yrs	42,619	44,379
6-7 yrs	44,379	46,138
8-9 yrs	46,138	47,898
10-11 yrs	47,898	49,657
12-13 yrs	49,657	51,417
14-15 yrs	51,417	53,176

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

HPS Classified Staff Salary Increase Proposal  
Effective 8-10-2024

1. Increase classified staff salaries by 4.42% or \$1 per hour, whichever is greater.
2. Raise the starting pay for all classified positions by \$1 per hour.

\*Approximate Cost = \$550,000 (based on all current staff members returning)

\*\*We will need to do something like this again in 25-26 to meet the new minimum wage increase.

**HASTINGS PUBLIC SCHOOLS  
ADMINISTRATIVE SALARY SCHEDULE BEGINNING 2024-25**

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: \$38,100

*(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 Jeff Schneider

Notice is hereby given that Hastings Public Schools has approval of a proposed superintendent employment contract/contract amendment on its agenda for the board meeting to be held on April 15th, 2024 at 6:30 pm at the HPS Administration Office (1515 W. 8th) 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): 2024-2025

	Year 1 of Contract: Base Pay, Additional Compensation & Benefits	Future Year(s) Base Pay, Additional Compensation & Benefits per Contract	TOTAL CONTRACT COST
Base Pay for the Total FTE	\$ 228,000.00		\$ 228,000.00

### 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 <u>if paid by the district</u></i>			\$ -
• <i>District's share of retirement, FICA and Medicare</i>	\$ 36,285.00		\$ 36,285.00
• <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>			\$ -
<b>Totals:</b>	<b>\$ 275,899.00</b>	<b>\$ -</b>	<b>\$ 275,899.00</b>

## Proposed change to BCBS – Dental coverage for classified staff

Dental insurance - per the current Classified employee handbook:

*7.1.A. **Dental Insurance:** Single dental coverage is mandatory with all health plans, with the Board paying the same percentages as the health plan. Family dental coverage is optional with the additional cost for this coverage paid by the employee. If a part-time classified staff member wants DENTAL INSURANCE ONLY, the Board will pay for the single coverage; the employee is responsible for the family portion.*

Dental insurance – proposed change for 2024-25 Classified employee handbook:

**7.1.A. Dental Insurance: Single dental coverage is mandatory with all health plans, with the Board paying 100% for the single dental coverage. Family dental coverage is optional with the additional cost for this coverage paid by the employee. If a part-time classified staff member wants dental insurance only, the Board will pay for the single coverage; the employee is responsible for the family portion.**

Rationale:

Currently, non-12-month classified staff gets 100% of single dental paid for UNLESS they are also taking health insurance. If they are taking health insurance, they pay a percent of the single dental cost (based on FTE)

Example: a para working 180 days gets health insurance paid at 65% (based on FTE) by the district and they pay 35% for their health AND dental coverage. If that same para takes only dental insurance, it is paid 100% by the district. The current cost of single dental is \$58.01 per month and costs the para \$20.31 per month.

Every other class of employee receives single dental paid 100% by the district, so we propose to close that gap and pay 100% of single dental coverage for every employee, even if they take health insurance at a pro-rated cost based on their FTE.

Current statistics:

56 non-12-month classified staff members take some level of health/dental coverage.

43 of those are being charged the pro-rated amount for their single dental.

estimated cost: \$10,500.00

<b>Administrative Resignation/Release/Retire(s)</b>					
<b>Name</b>	<b>Assignment/Building</b>		<b>FTE</b>	<b>Effective</b>	<b>Replaces/Reason</b>
Jeff Janda	Principal/Watson		1.0	6/9/2024	Resign
<b>Administrative Transfer(s)</b>					
<b>Name</b>	<b>Former Assignment/Building</b>	<b>New Assignment/Building</b>		<b>Effective</b>	<b>Replaces/Reason</b>
Jennifer Engel	Instructional Facilitator/Watson	Principal/Watson		7/1/2024	Jeff Janda/Resign
<b>Administrative New Hire(s)</b>					
<b>Name</b>	<b>Assignment/FTE/Building</b>	<b>Effective</b>	<b>Degree/Level</b>	<b>College/University</b>	<b>Replaces/Reason</b>
<b>Certificated Resignation/Release(s)</b>					
<b>Name</b>	<b>Assignment/Building</b>		<b>FTE</b>	<b>Effective</b>	<b>Replaces/Reason</b>
Cheyenne Hillman	Adaptive & 6th Grade P.E./Middle School		1.0	5/22/2024	Resign
Hannah Hixon	Special Education/Senior High		1.0	5/22/2024	Resign
Alycia Hughes	Special Education/Alcott		1.0	5/22/2024	Resign
Bailey Johnson	Science/Middle School		1.0	5/22/2024	Resign
Anisha Kuehn	Grade 1/Longfellow		1.0	5/22/2024	Resign
Holly Leth	Kindergarten/Hawthorne		1.0	5/22/2024	Resign
Bethany Neuhart	Media Specialist/Middle School		1.0	5/22/2024	Resign
Elizabeth Senseman	Grade 4/Watson		1.0	5/22/2024	Resign
Amy Vetter	Special Education/ Senior High		1.0	5/22/2024	Resign
Connor Zimmer	Vocal Music/Lincoln		1.0	5/22/2024	Resign
<b>Certificated Transfer(s)</b>					
<b>Name</b>	<b>Former Assignment/Building</b>	<b>New Assignment/Building</b>		<b>Effective</b>	<b>Replaces/Reason</b>
Stephanie Barwick	Reading/Middle School	Media Specialist/Middle School		8/8/2024	Bethany Neuhart/Resign
Jennifer Engel	Instructional Facilitator/Watson	Principal/Watson		7/1/2024	Jeff Janda/Resign
Kassie Neujahr	English/Middle School	Math/Middle School		8/8/2024	Tony Lauters/Tranfer
Ruth Raun	Grade 4/Longfellow	Teacher on Special Assignment/Longfellow		8/8/2024	Andrew Adams/Resign
Elle Stroda	SPED Life Skills/Alcott	Special Education/Alcott		8/8/2024	Alycia Hughes/Resign
Danielle Tubergen	Kindergarten/Lincoln	Special Education/Lincoln		8/8/2024	Jacie Bockstadter/Transfer
JC Weaver	Grade 5/Lincoln	Grade 2/Lincoln		8/8/2024	Kailey Rayburn/Resign
<b>Certificated New Hire(s)</b>					
<b>Name</b>	<b>Assignment/FTE/Building</b>	<b>Effective</b>	<b>Degree/Level</b>	<b>College/University</b>	<b>Replaces/Reason</b>
Dennis Hengen	Skilled & Technical Science/Senior High	8/6/2024	BA27-10	Chadron State College	Matt Hurt/Resign
Rose Hengen	EL/Middle School/Longfellow	8/6/2024	BA27-10	Chadron State College	New Position
Brittany Horton	English/Middle School	8/6/2024	MA27-11	Concordia University	Kassie Neujahr/Tansfer
Alayna Kyle	Grade 5/Longfellow	8/6/2024	MA-3	Western Governor's University	Anisha Kuehn/Resign Position was Grade1, now Grade 5

Terah Maaske	Kindergarten/Hawthorne	8/6/2024	BA-3	University of Nebraska-Keamey	Holly Leth/Resign
Tim Stroman	Special Education/Skills 1/Middle School	8/6/2024	BA-1	Hastings College	Daria Pierorazio-Requarth/Resign
<b>Extra Standard Resignation/Release(s)</b>					
<b>Name</b>	<b>Assignment/Building</b>			<b>Effective</b>	<b>Replaces/Reason</b>
Kristen Benton	Marching Band Facilitator/Senior High			5/22/2024	Resign
Doyle Dillow	0.5 FTE Assistant Boys Basketball/Senior High			5/22/2024	Resign
Jeremy Hamilton	Assistant Girls Basketball/Senior High			5/22/2024	Resign
Tanner Herman	0.5 FTE Assistant Boys Basketball/Senior High			5/22/2024	Resign
<b>Extra Standard Transfer(s)</b>					
<b>Name</b>	<b>Former Assignment/Building</b>	<b>New Assignment/Building</b>		<b>Effective</b>	<b>Replaces/Reason</b>
Mandy Buderus	8th Grade Volleyball/Middle School	Head Volleyball/Senior High		8/8/2024	Alison Soucie/Resign
Chirs Hollister	05. FTE Assistant Boys Basketball/Senior High	1.0 FTE Assistant Boys Basketball/Senior High		8/8/2024	Tanner Herman/Resign
Seth Kirkegaard	05. FTE Assistant Boys Basketball/Senior High	1.0 FTE Assistant Boys Basketball/Senior High		8/8/2024	Doyle Dillow/Resign
<b>Extra Standard New Hire(s)</b>					
<b>Name</b>	<b>Assignment/Building</b>	<b>Level</b>		<b>Effective</b>	<b>Replaces/Reason</b>
Jean Davis	Foreign Language Trip Sponsor	1/2 CAT I, IV 4		1/10/24	Megan Ruby/Resign
Kiley Dodson	Skills USA Sponsor/Senior High	CAT A, LVL 1		8/8/24	Matt Hurt/Resign
Lacey Franzen	8th Grade Volleyball/Middle School	CAT I, LVL 1		8/8/24	Mandy Buderus/Transfer
Kelsey Krieger	Marching Band Facilitator/Senior High	CAT A, LVL 1		8/8/24	Kristen Benton/Resign
Alex Thayer	Assistant Boys Basketball/Senior High	CAT III, Lvl 1		8/8/24	Dylan Flinn/Transfer
Jami Williams	Assistant Girls Basketball/Senior High	CAT III, Lvl 4		8/8/24	Jeremy Hamilton/Transfer
<b>Classified Resignation/Release(s)</b>					
<b>Name</b>	<b>Assignment/Building</b>		<b>FTE</b>	<b>Effective</b>	<b>Replaces/Reason</b>
Julie Chance-Ossowski	Bus Monitor/Transportation		1.0	5/21/2021	Retire
Roger Flohrs	Transportation Supervisor		1.0	6/9/2024	Retire
Steve Kathman	12 Month Bus Driver/Transportation		1.0	5/21/2024	Retire
Pamela Lainson	SPED Paraeducator/Longfellow		1.0	5/22/2024	Retire
Abby Schneider	Administrative Assistant/Alcott		1.0	5/22/2024	Resign
<b>Classified Transfer(s)</b>					
<b>Name</b>	<b>Former Assignment/Building</b>	<b>New Assignment/Building</b>	<b>FTE</b>	<b>Effective</b>	<b>Replaces/Reason</b>
Jennifer Bolling	1.0 FTE Student Services Administrative Assistant/District Office	add Curriculum & Instruction Admin. Assistant duties to current assignment	0.5	3/10/24	Sara Johnson/Resign
Jill Hilgendorf	1.0 FTE Federal Programs Administrative Assistant/District Office	add Curriculum & Instruction Admin. Assistant duties to current assignment	0.5	3/10/24	Sara Johnson/Resign
<b>Classified New Hire(s)</b>					
<b>Name</b>	<b>Assignment/Building</b>		<b>FTE</b>	<b>Effective</b>	<b>Replaces/Reason</b>
Madison Cook-Painter	Administrative Assistant/Middle School		1.0	4/8/24	Sunny Glantz/Resign

**NEW CERTIFICATED APPOINTMENT FOR 2024-2025**

Dennis Hengen

Skilled & Technical Science  
Hastings High School

EXPERIENCE:

Industrial Tech Teacher  
Southwest Schools - Bird City, KS  
08/2016 - 05/2024

Industrial Tech Teacher  
Cheylin Schools - Bartley, NE  
08/1993 - 05/2016

Industrial Tech Teacher  
Holly High School - Holly, CO  
08/1990 - 05/1993

EDUCATION:

Bachelor of Industrial Technology Education  
Chadron State College - Chadron, NE

Diploma  
Hershey High School - Hershey, NE

SALARY: BA27-10  
\$57,868.00

**NEW CERTIFICATED APPOINTMENT FOR 2024-2025**

Rose Hengen

EL Teacher  
Hastings Middle School/Longfellow

EXPERIENCE:

EL and Music Teacher  
Southwest Schools - Bird City, KS  
08/2016 - 05/2024

Music Teacher  
Cheylin Schools - Bartley, NE  
08/1993 - 05/2016

Music Teacher  
Plainview Schools - Sheridan Lake, CO  
08/1990 - 05/1993

EDUCATION:

ESOL Endorsement  
Emporia State University - Emporia, KS

Bachelor of Music Education  
Chadron State College - Chadron, NE

Diploma  
Bayard High School - Bayard, NE

SALARY: BA27-10  
\$57,868.00

**NEW CERTIFICATED APPOINTMENT FOR 2024-2025**

Brittany Horton

English  
Hastings Middle School

EXPERIENCE:

English/Reading Teacher  
YRTC - Hastings, NE  
08/2017-05/2024

4th to 8th Grade Teacher  
Christ Lutheran School - Juniata, NE  
08/2013-05/2020

EDUCATION:

Master of Curriculum and Instruction  
Concordia University - Irvine, CA

Master of Literacy with a Reading Specialist Degree  
Concordia University - Seward, NE

Bachelor of Elementary Education  
Hastings College - Hastings, NE

Diploma  
Silver Lake High School - Roseland, NE

SALARY: MA18-11  
\$64,124..00

**NEW CERTIFICATED APPOINTMENT FOR 2024-2025**

Alayna Kyle

Grade 5  
Longfellow

EXPERIENCE:

4th Grade Teacher  
Sutton Public Schools - Sutton, NE  
08/2022 - 5/2024

EDUCATION:

Master of Curriculum and Instruction  
Western Governors University - Salt Lake City, UT

Bachelor of Elementary Education  
University of Nebraska Lincoln - Lincoln, NE

Diploma  
Adams Central High School - Hastings, NE

SALARY:

MA-3  
\$48,484.00

**NEW CERTIFICATED APPOINTMENT FOR 2024-2025**

Terah Maaske

Kindergarten  
Hawthorne

EXPERIENCE:

1st Grade Teacher  
Kearney Public Schools - Kearney, NE  
08/2022 - 5/2024

EDUCATION:

Bachelor of Elementary Education  
University of Nebraska Kearney - Kearney, NE

Diploma  
Loomis High School - Loomis, NE

SALARY: BA-3  
\$42,228.00

**NEW CERTIFICATED APPOINTMENT FOR 2024-2025**

Tim Stroman

SPED Skills 1  
Middle School

EXPERIENCE:

First Teaching Experience

EDUCATION:

Bachelor of Physical Education  
Hastings College - Hastings, NE

Diploma  
Highlands Ranch High School - Highlands Ranch, CO

SALARY: BA-1  
\$42,228.00

**NEW CLASSIFIED APPOINTMENT FOR 2023-2024**

Madison Cook-Painter            Administrative Assistant  
Middle School

EXPERIENCE:

Marti Spitz - Hastings, NE  
Preschool Teacher  
1/2024 - 4/2024

Mary Lanning Healthcare - Hastings, NE  
Emergency Room Tech  
6/2023 - 1/2024

Mary Lanning Healthcare - Hastings, NE  
Clinic Housekeeper  
10/2021 - 6/2023

EDUCATION:

Diploma  
Red Cloud High School - Red Cloud, NE

SALARY:    \$15.50/hr