



**HASTINGS
PUBLIC SCHOOLS**

Assuring the essential.
Expanding the possible.

Regular Board Meeting

Monday, November 18, 2024 @ 6:30 PM Central

Board Room at HPS District Offices, 1515 W 8th St, Hastings, NE 68901

1. CALL TO ORDER - Becky Sullivan -

2. Roll Call -

3. Pledge Allegiance to the Flag -

4. ANNOUNCEMENT - Becky Sullivan -

5. RECURRENT - Becky Sullivan -

5.1. Minutes of Previous Meeting(s) -

5.2. Payment of Expenditures -

6. RECEIVE CORRESPONDENCE - Becky Sullivan -

7. SUPERINTENDENT'S REPORT - Jeff Schneider -

8. FIRST OPPORTUNITY FOR PUBLIC TO BE HEARD - Becky Sullivan -

9. SPECIAL BOARD FUNCTIONS - Becky Sullivan -

9.1. Approve hiring of Superintendent Search Firm - Becky Sullivan -

9.2. Approve the addition of extra standard duty stipends to Appendix B - Dr. Tom Szlanda -

9.3. CONSENT AGENDA - Dr. Thomas Szlanda -

10. SECOND OPPORTUNITY FOR PUBLIC TO BE HEARD - Becky Sullivan -

11. DATES OF FUTURE BOARD MEETINGS - Becky Sullivan -

12. MEDIA SPOKESPERSON - Becky Sullivan -

13. 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.



**Hastings Public Schools
Regular Board Meeting Minutes**

October 21, 2024 6:30 PM

Board Room at HPS District Offices, 1515 W 8th St, Hastings, NE 68901

The meeting was advertised in the Hastings Tribune on Wednesday, October 16, 2024

Jim Boeve:	Present
Sharon Brooks:	Present
Brent Gollner:	Absent
Jodi Graves:	Present
Andrew McCarty:	Present
Laura Schneider:	Absent
Christopher Shade:	Present
Becky Sullivan:	Present
Stacie Widhelm:	Present

1. CALL TO ORDER - Becky Sullivan

President Sullivan called the meeting to order.

2. Roll Call

Board members Brent Gollner and Laura Schneider were excused.

Others in attendance: Jeff Schneider, Superintendent; Denise Behrends, Administrative Assistant to the Superintendent; Trent Kelly, Director of Technology and Operations; Dr. Thomas Szlanda, Director of Human Resources and Operations; Shelli Pfeifer, Hastings Middle School Principal; Damen Kugel, Senior High Assistant Principal; Jayson Stoddard, Middle School Teacher; Kelsie Hanshaw, Middle School Teacher; Ben Welsch, HEA President; Will Vraspir, Hastings Tribune; Shelly Julian, Business Manager; Dr. Kandace Garwood, Director of Special Education; John Hauser, Director of Learning and Support; Lawrence Tunks, Director of Learning

3. Pledge Allegiance to the Flag

4. ANNOUNCEMENT - Becky Sullivan

President Sullivan reminded those in attendance of the Open Meetings Act

5. RECURRENT - Becky Sullivan

5.1. Minutes of Previous Meeting(s)

Motion to approve the minutes as presented. Motion made by Sharon Brooks, Seconded by Christopher Shade. Motion passed

Jim Boeve: Yea
Sharon Brooks: Yea
Jodi Graves: Yea
Andrew McCarty: Yea
Christopher Shade: Yea
Becky Sullivan: Yea
Stacie Widhelm: Yea

5.2. Payment of Expenditures

Motion to approve the payment of expenditures in the amount of \$4,724,894.30. Motion made by Stacie Widhelm, Seconded by Jodi Graves. Motion passed

Jim Boeve: Yea
Sharon Brooks: Yea
Jodi Graves: Yea
Andrew McCarty: Yea
Christopher Shade: Yea
Becky Sullivan: Yea
Stacie Widhelm: Yea

6. RECEIVE CORRESPONDENCE - Becky Sullivan

There was no correspondence to receive.

7. SUPERINTENDENT'S REPORT - Jeff Schneider

Superintendent Schneider shared Good News with Board Members.

Mr. Schneider introduced Middle School Principal, Shelli Pfeifer, to present the Spotlight on Learning. Ms. Pfeifer along with Middle School MTSS team members Jayson Stoddard and Kelsie Hanshaw, shared information and success stories of identifying and reaching at-risk students through the MTSS program.

Board members held a discussion with the MTSS team.

8. FIRST OPPORTUNITY FOR PUBLIC TO BE HEARD - Becky Sullivan

There were no public comments.

9. SPECIAL BOARD FUNCTIONS - Becky Sullivan

9.1. Appoint Board negotiations committee - Becky Sullivan

President Sullivan appointed Jodi Graves, Jim Boeve, and Laura Schneider to join her on the negotiations committee.

9.2. Approve Resolution for Tax Levy Request - Jeff Schneider

Superintendent Schneider reviewed the 2024-2025 property tax levy resolution as required annually to collect tax receipts to fund the budget. The resolution matches the property tax levy request approved by the Board in September. Mr. Schneider recommended approval of the 2024-2025 property tax levy resolution as presented.

Motion to approve Resolution for Tax Levy request, as presented. Motion made by Jim Boeve, Seconded by Stacie Widhelm. Motion passed

- Jim Boeve: Yea
- Sharon Brooks: Yea
- Jodi Graves: Yea
- Andrew McCarty: Yea
- Christopher Shade: Yea
- Becky Sullivan: Yea
- Stacie Widhelm: Yea

9.3. Re-affirm Policy 604.04: Multicultural Education - Lawrence Tunks

Lawrence Tunks reviewed Multicultural Education Policy 604.04. There were no changes to the policy. Mr. Tunks recommended reaffirmation of the policy as presented.

Motion to re-affirm Policy 604.04: Multicultural Education, as presented. Motion made by Sharon Brooks, Seconded by Jim Boeve. Motion passed

- Jim Boeve: Yea
- Sharon Brooks: Yea
- Jodi Graves: Yea
- Andrew McCarty: Yea
- Christopher Shade: Yea
- Becky Sullivan: Yea
- Stacie Widhelm: Yea

9.4. Approve revised Rule for Policy 402.08: Employee Travel Compensation - Jeff Schneider

Superintendent Schneider reviewed the revised Rule for Policy 402.08: Employee Travel Compensation. The rule change would update the amount allowed for breakfast and lunch to better reflect current meal costs. The meal allowance has not changed since 2017. He noted that bus drivers are the most common group of employees to utilize the meal reimbursement for travel. Superintendent Schneider recommended approval of the revised rule for Policy 402.08, as presented.

Motion to approved revised Rule for Policy 402.08: Meals, as presented. Motion made by Stacie Widhelm, Seconded by Andrew McCarty. Motion passed

- Jim Boeve: Yea
- Sharon Brooks: Yea

Jodi Graves: Yea
Andrew McCarty: Yea
Christopher Shade: Yea
Becky Sullivan: Yea
Stacie Widhelm: Yea

9.5. Approve Bid for Alcott Parking Lot - Trent Kelly

Trent Kelly reviewed concrete bids for the Alcott parking lot project. Mr. Kelly recommended approval for the low bid of \$63,215.50 from Tjaden Concrete and Construction.

Board members held a discussion about the concrete bids.

Motion to approve bid from Tjaden Concrete and Construction not to exceed \$63,215.50 for the Alcott parking lot project. Motion made by Sharon Brooks, Seconded by Christopher Shade.

Motion passed

Jim Boeve: Yea
Sharon Brooks: Yea
Jodi Graves: Yea
Andrew McCarty: Yea
Christopher Shade: Yea
Becky Sullivan: Yea
Stacie Widhelm: Yea

9.6. CONSENT AGENDA - Dr. Thomas Szlanda

Dr. Tom Szlanda informed Board members that 9 certificated, 8 classified, and 3 extra standard positions are currently open. He also shared information on substitute teachers. Dr. Szlanda recommended approval of the personnel agenda as presented.

Board members held a discussion about substitute teachers.

Motion to approve consent agenda as presented. Motion made by Jim Boeve, Seconded by Sharon Brooks. Motion passed

Jim Boeve: Yea
Sharon Brooks: Yea
Jodi Graves: Yea
Andrew McCarty: Yea
Christopher Shade: Yea
Becky Sullivan: Yea
Stacie Widhelm: Yea

10. SECOND OPPORTUNITY FOR PUBLIC TO BE HEARD - Becky Sullivan

There were no public comments.

11. DATES OF FUTURE BOARD MEETINGS - Becky Sullivan

President Sullivan reminded Board members of upcoming Board meetings for next month.

Work Session - Thursday, November 14, 2024 - 6:00 p.m. - Board Room at HPS District Offices

Regular Board Meeting - Monday, November 18, 2024 - 6:30 p.m. - Board Room at HPS District Offices

12. MEDIA SPOKESPERSON - Becky Sullivan

President Sullivan announced Sharon Brooks will serve as the media spokesperson for this month.

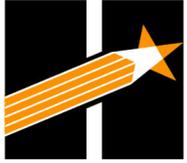
13. ADJOURNMENT - Becky Sullivan

Meeting adjourned at 7:11 p.m.

Motion to adjourn meeting. Motion made by Jim Boeve, Seconded by Sharon Brooks. Motion passed

Jim Boeve:	Yea
Sharon Brooks:	Yea
Jodi Graves:	Yea
Andrew McCarty:	Yea
Christopher Shade:	Yea
Becky Sullivan:	Yea
Stacie Widhelm:	Yea

Denise Behrends, Board Recording Secretary



HASTINGS
PUBLIC SCHOOLS

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Hastings Public Schools Work Session Minutes

October 17, 2024 6:00 PM

Board Room at HPS District Offices, 1515 W 8th St, Hastings, NE 68901

The meeting was advertised in the Hastings Tribune on Friday, October 11, 2024

Jim Boeve:	Present
Sharon Brooks:	Present
Brent Gollner:	Present
Jodi Graves:	Present
Andrew McCarty:	Present
Laura Schneider:	Absent
Christopher Shade:	Present
Becky Sullivan:	Present
Stacie Widhelm:	Absent

1. Roll Call

President Sullivan called the meeting to order.

Board members Laura Schneider and Stacie Widhelm were excused.

Others in attendance: Jeff Schneider, Superintendent; Denise Behrends, Administrative Assistant to the Superintendent; Dr. Thomas Szlanda, Director of Human Resources and Operations; Shelli Pfeifer, Hastings Middle School Principal; Ben Welsch, HEA President; Will Vraspir, Hastings Tribune; Andy Jones, Hastings Public Access TV; Shelly Julian, Business Manager; Dr. Kandace Garwood, Director of Special Education; John Hauser, Director of Learning and Support; Lawrence Tunks, Director of Learning

2. Announcement - Becky Sullivan

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

3. Welcome to HEA reps and guests - Becky Sullivan

President Sullivan welcomed HEA representatives and guests. She asked those in attendance to introduce themselves.

4. Review Board Norms/Goal - Becky Sullivan

There were no Board member comments.

5. Board Report - Becky Sullivan

Board member McCarty noted the great atmosphere and outstanding performance by the band and the last home football game. He also shared news of a \$55 million literacy grant being awarded to the state, and he hopes HPS will be eligible for some funds. Board member Brooks attended the orchestra concert, she was excited to have a full house and said it was a wonderful performance. Board member Boeve encouraged others to view the tribute video of HHS Band: the Dale Duensing Era, that is posted through the HPS Foundation's social media.

6. Appoint Board negotiations committee - Becky Sullivan

Reminder that President Sullivan will appoint the Board negotiations committee for 2025-26 negotiations.

7. Board Self-Assessment reminder - Becky Sullivan

President Sullivan reminded Board Members to complete their assessment and return it to Denise by October 31st. They will be reviewed at the November work session in closed session. Denise will send out forms via email.

8. NASB Conference Reminder - Jeff Schneider

Superintendent Schneider discussed the NASB Conference and will email Board members to find the date when most can attend. Mr. Schneider also reminded Board members he would email to set the date for the inter-local meeting with Adams Central in December.

9. Quarterly Financial Report - Jeff Schneider

Superintendent Schneider shared a quarterly financial update. Mr. Schneider summarized each fund individually and reviewed the 2023-24 fiscal year end receipts and expenditures for the general fund. The general fund reflects a loss due to pending ESSER reimbursements that were not received by the end of the fiscal year. Mr. Schneider emphasized the importance of maintaining cash reserves, so the District could react to any potential Legislative changes to school funding. Overall, funds are on steady ground and operating as expected. Superintendent Schneider told Board members that the auditors would provide a more detailed report in the coming months.

Board members held a discussion about the quarterly financial update.

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

Superintendent Schneider informed Board members this month's Spotlight on Learning will be provided by Shelli Pfeifer, Hastings Middle School Principal.

11. Committee on American Civics update - Lawrence Tunks

Lawrence Tunks provided an update from the committee on American Civics. The committee met on October 1st.

Board members held a discussion about the American civics update.

12. Approve Resolution for Tax Levy Request - Jeff Schneider

Superintendent Schneider reviewed the 2024-2025 property tax levy resolution as required annually to collect tax receipts to fund the budget. The resolution matches the property tax levy request approved by the Board in September. Mr. Schneider will recommend approval of the 2024-2025 property tax levy resolution as presented.

13. Re-affirm Policy 604.04: Multicultural Education - Lawrence Tunks

Lawrence Tunks reviewed Multicultural Education Policy 604.04. There were no changes to the policy. Mr. Tunks will recommend reaffirmation of the policy as presented.

14. Approve revised Rule for Policy 402.08: Employee Travel Compensation - Jeff Schneider

Superintendent Schneider reviewed the revised Rule for Policy 402.08: Employee Travel Compensation. The rule change would update the amount allowed for breakfast and lunch to better reflect current meal costs. The meal allowance has not changed since 2017. Superintendent Schneider will recommend approval of the revised rule as presented.

15. Approve Bid for Alcott Parking Lot - Trent Kelly

Dr. Szlanda reviewed concrete bids for the Alcott parking lot project. The low bid of \$63,215.50 from Tjaden Concrete and Construction will be recommended for approval.

Board members held a discussion about the concrete bids.

16. *Consent Agenda - Dr. Thomas Szlanda

Dr. Tom Szlanda informed Board members of 6 certificated, 8 classified, and 3 extra standard positions are currently open. He also shared information on substitute teachers. Dr. Szlanda will recommend approval of the personnel agenda as presented.

Board members held a discussion about staffing.

17. OPPORTUNITY FOR PUBLIC TO BE HEARD - Becky Sullivan

There were no public comments.

18. Reminders - Becky Sullivan

President Sullivan reminded Board members of the Regular Board meeting on Monday, October 21, 2024 at 6:30 p.m.

19. Executive Session - Becky Sullivan

The Board went into closed session 6:42 p.m.

Motion to go into closed session. Motion made by Brent Gollner, Seconded by Sharon Brooks. Motion passed

Jim Boeve:	Yea
Sharon Brooks:	Yea
Brent Gollner:	Yea
Jodi Graves:	Yea
Andrew McCarty:	Yea
Christopher Shade:	Yea
Becky Sullivan:	Yea

20. The Board of Education returns to Open Session - Becky Sullivan

The Board of Education returned to Open Session at 7:00 p.m. President Sullivan verified that discussion was confined to personnel and strategic planning issues and no action was taken.

21. Adjournment - Becky Sullivan

Meeting adjourned at 7:01 p.m.

Motion to adjourn meeting. Motion made by Brent Gollner, Seconded by Sharon Brooks. Motion passed

Jim Boeve:	Yea
Sharon Brooks:	Yea
Brent Gollner:	Yea
Jodi Graves:	Yea
Andrew McCarty:	Yea
Christopher Shade:	Yea
Becky Sullivan:	Yea

Denise Behrends, Board Recording Secretary

Bank Name	Voucher #	Check Number	Date	Payee
Five Points Bank	1054	142434	10/21/2024	ZIEMBA ROOFING CO
Five Points Bank	1054	142433	10/21/2024	ZANER-BLOSER
Five Points Bank	1054	142432	10/21/2024	YMCA
Five Points Bank	1054	142431	10/21/2024	YANDAS MUSIC
Five Points Bank	1054	142430	10/21/2024	WRIGHT, SIERRA
Five Points Bank	1054	142429	10/21/2024	WOLF, ANN E HHS
Five Points Bank	1054	142428	10/21/2024	WITTE, LYNDESEY
Five Points Bank	1054	142427	10/21/2024	WILLIAMSON, JERRY
Five Points Bank	1054	142426	10/21/2024	WESTERN PSYCHOLOGICAL SERVICES
Five Points Bank	1054	142425	10/21/2024	WEIDT, SHARON
Five Points Bank	1054	142424	10/21/2024	W.G. PAULEY LUMBER COMPANY
Five Points Bank	1054	142423	10/21/2024	VIRCO, INC.
Five Points Bank	1054	142422	10/21/2024	VIAERO WIRELESS
Five Points Bank	1054	142421	10/21/2024	VERNIER SOFTWARE & TECHNOLOGY INC.
Five Points Bank	1054	142420	10/21/2024	VERIZON WIRELESS
Five Points Bank	1054	142419	10/21/2024	UTECHT, JOANNA P
Five Points Bank	1054	142418	10/21/2024	TYLER TECHNOLOGIES INC
Five Points Bank	1054	142417	10/21/2024	TUNKS, LAWRENCE AD
Five Points Bank	1054	142416	10/21/2024	TRI CITY SIGN COMPANY
Five Points Bank	1054	142415	10/21/2024	TRAUSCH, ELIZABETH HA
Five Points Bank	1054	142414	10/21/2024	TRAN, VANESSA
Five Points Bank	1054	142413	10/21/2024	TOMASZKIEWICZ, TYLER J
Five Points Bank	1054	142412	10/21/2024	TK ELEVATOR CORPORATION
Five Points Bank	1054	142411	10/21/2024	THREADS OF GRACE
Five Points Bank	1054	142410	10/21/2024	THERAPRO, INC
Five Points Bank	1054	142409	10/21/2024	TECH MASTERS
Five Points Bank	1054	142408	10/21/2024	SZLANDA, TOM ADMIN
Five Points Bank	1054	142407	10/21/2024	SWEENEY, SHANNON
Five Points Bank	1054	142406	10/21/2024	SUNBELT RENTALS
Five Points Bank	1054	142405	10/21/2024	SUGHROUE, NOLAN
Five Points Bank	1054	142404	10/21/2024	SUCCESS BY DESIGN
Five Points Bank	1054	142403	10/21/2024	STRIPES PARKING LOT SER., LLC
Five Points Bank	1054	142402	10/21/2024	STOKELY, KELSEY
Five Points Bank	1054	142401	10/21/2024	STELLING BRASS & WINDS INC.
Five Points Bank	1054	142400	10/21/2024	STAPLES, INC
Five Points Bank	1054	142399	10/21/2024	SOUTHWORTH, PAULA D.
Five Points Bank	1054	142398	10/21/2024	SKILLS USA
Five Points Bank	1054	142397	10/21/2024	SIRSI CORPORATION
Five Points Bank	1054	142396	10/21/2024	SHRIVER, SHARON A.
Five Points Bank	1054	142395	10/21/2024	SHERWIN-WILLIAMS CO
Five Points Bank	1054	142394	10/21/2024	SCHULTZ, MIKAYLA HMS
Five Points Bank	1054	142393	10/21/2024	SCHULTES, MICHELLE D WA

Five Points Bank	1054	142392	10/21/2024 SCHROEDER, BRITTANIE
Five Points Bank	1054	142391	10/21/2024 SCHOOL SPECIALTY
Five Points Bank	1054	142390	10/21/2024 SCHOLASTIC, INC
Five Points Bank	1054	142389	10/21/2024 SCHMIDT, JOYCE MO
Five Points Bank	1054	142388	10/21/2024 SAPP BROTHERS - GRAND ISLAND
Five Points Bank	1054	142387	10/21/2024 RYSIEW, KATHY
Five Points Bank	1054	142386	10/21/2024 RUTTS HEATING & AIR CONDITIONING INC
Five Points Bank	1054	142385	10/21/2024 RUSS'S IGA
Five Points Bank	1054	142384	10/21/2024 RUNZA EAST - HASTINGS
Five Points Bank	1054	142383	10/21/2024 ROCKLER WOODWORKING AND HARDWARE
Five Points Bank	1054	142382	10/21/2024 ROBINSON, KERRA M
Five Points Bank	1054	142381	10/21/2024 REIBER, LYNZEE N HA
Five Points Bank	1054	142380	10/21/2024 REHBEIN, MICHELLE
Five Points Bank	1054	142379	10/21/2024 REALITYWORKS, INC
Five Points Bank	1054	142378	10/21/2024 RAYNOR GARAGE DOORS OF CE. NE.
Five Points Bank	1054	142377	10/21/2024 RAVEN TECH LLC
Five Points Bank	1054	142376	10/21/2024 RAUN RUTH LO
Five Points Bank	1054	142375	10/21/2024 QUIZNOS SUB
Five Points Bank	1054	142374	10/21/2024 QUILL CORPORATION
Five Points Bank	1054	142373	10/21/2024 PRO-ED, INC.
Five Points Bank	1054	142372	10/21/2024 POWERSCHOOL GROUP, LLC
Five Points Bank	1054	142371	10/21/2024 POOH CORNER WEST
Five Points Bank	1054	142370	10/21/2024 PLATTE VALLEY COMMUNICATIONS
Five Points Bank	1054	142369	10/21/2024 PINEDA, YENIFER
Five Points Bank	1054	142368	10/21/2024 PILE, HOPE
Five Points Bank	1054	142367	10/21/2024 PHYS THERAPY & SPORT REHAB
Five Points Bank	1054	142366	10/21/2024 PFEIFER, SHELLI M MS
Five Points Bank	1054	142365	10/21/2024 PERRY, GUTHERY, HAASE & GESSFORD PC
Five Points Bank	1054	142364	10/21/2024 PEREDA-CARREON, ROSALINDA
Five Points Bank	1054	142363	10/21/2024 PEPSI OF HASTINGS -
Five Points Bank	1054	142362	10/21/2024 PEDROZA, MELISSA HHS
Five Points Bank	1054	142361	10/21/2024 PASTIME LANES
Five Points Bank	1054	142360	10/21/2024 OSWALD, AARON MS
Five Points Bank	1054	142359	10/21/2024 OMAHA WORLD HEARLD
Five Points Bank	1054	142358	10/21/2024 ODP BUSINESS SOLUTIONS LLC
Five Points Bank	1054	142357	10/21/2024 O'REILLY AUTO PARTS
Five Points Bank	1054	142356	10/21/2024 NUTRIEN AG SOLUTIONS
Five Points Bank	1054	142355	10/21/2024 NMC EXCHANGE LLC
Five Points Bank	1054	142354	10/21/2024 NEBRASKA-IOWA IND FASTENER
Five Points Bank	1054	142353	10/21/2024 NEBRASKA TRUCK CENTER, INC
Five Points Bank	1054	142352	10/21/2024 NE SAFETY CENTER @ UNK
Five Points Bank	1054	142351	10/21/2024 NE COUNCIL ON ECONOMIC EDUCATION
Five Points Bank	1054	142350	10/21/2024 NE COUNCIL OF SCHOOL ADMIN

Five Points Bank	1054	142349	10/21/2024	NCS PEARSON, INC
Five Points Bank	1054	142348	10/21/2024	NATIONAL ART & SCHOOL SUPPLIES
Five Points Bank	1054	142347	10/21/2024	NASCO
Five Points Bank	1054	142346	10/21/2024	NASB ALICAP
Five Points Bank	1054	142345	10/21/2024	NAPA AUTO PARTS
Five Points Bank	1054	142344	10/21/2024	MILLARD PUBLIC SCHOOLS
Five Points Bank	1054	142343	10/21/2024	MIDWEST TURF & IRRIGATION
Five Points Bank	1054	142342	10/21/2024	MIDWEST CONNECT
Five Points Bank	1054	142341	10/21/2024	MICK, ALICIA
Five Points Bank	1054	142340	10/21/2024	MENARDS
Five Points Bank	1054	142339	10/21/2024	MEAN BONE BBQ
Five Points Bank	1054	142338	10/21/2024	MCINTYRE, TINA
Five Points Bank	1054	142337	10/21/2024	MCGRAW- HILL SCHOOL ED HOLDINGS, LLC
Five Points Bank	1054	142336	10/21/2024	MAYES, MICHAELA D.
Five Points Bank	1054	142335	10/21/2024	MATT FRIEND TRUCK EQUIPMENT, INC.
Five Points Bank	1054	142334	10/21/2024	MARTIN, RYAN
Five Points Bank	1054	142333	10/21/2024	MAKERBOT HOLDINGS, INC.
Five Points Bank	1054	142332	10/21/2024	LYNDSEY'S BUILDING BLOCKS DAYCARE
Five Points Bank	1054	142331	10/21/2024	LITTLE STINGERS CHILD CARE
Five Points Bank	1054	142330	10/21/2024	LAKESHORE LEARNING MATERIALS
Five Points Bank	1054	142329	10/21/2024	LABEL IT INC. / POLYLABEL.COM
Five Points Bank	1054	142328	10/21/2024	KULLY PIPE & STEEL CO
Five Points Bank	1054	142327	10/21/2024	KUCERA PAINTING
Five Points Bank	1054	142326	10/21/2024	KROUS, MEGAN JENNIFER
Five Points Bank	1054	142325	10/21/2024	KORTUM, KYLIE
Five Points Bank	1054	142324	10/21/2024	KIMLE, MICHELLE MS
Five Points Bank	1054	142323	10/21/2024	KENESAW UNITED CHILD CARE COALITION
Five Points Bank	1054	142322	10/21/2024	KENESAW MOTORS
Five Points Bank	1054	142321	10/21/2024	KEILIG, LARRY
Five Points Bank	1054	142320	10/21/2024	KAUFFMAN, JODI LI
Five Points Bank	1054	142319	10/21/2024	JOURNEYED.COM, INC
Five Points Bank	1054	142318	10/21/2024	JORGENSEN, JENNA MS
Five Points Bank	1054	142317	10/21/2024	JOHNSON HARDWARE COMPANY
Five Points Bank	1054	142316	10/21/2024	JAURIGUI-PINA, BRENDA E.
Five Points Bank	1054	142315	10/21/2024	JACKSON GLASS
Five Points Bank	1054	142314	10/21/2024	J W PEPPER & SONS INC.
Five Points Bank	1054	142313	10/21/2024	ISLAND SPRINKLER SUPPLY
Five Points Bank	1054	142312	10/21/2024	IRMA'S AUTHENTIC MEXICAN FOOD
Five Points Bank	1054	142311	10/21/2024	INTERNATIONAL ACADEMY OF SCIENCE
Five Points Bank	1054	142310	10/21/2024	INTEGRATED SECURITY SOLUTIONS
Five Points Bank	1054	142309	10/21/2024	INSTRUCTIONAL EMPOWERMENT, INC
Five Points Bank	1054	142308	10/21/2024	INNOVATIVE OFFICE SOLUTIONS
Five Points Bank	1054	142307	10/21/2024	INGRAM LIBRARY SERVICES

Five Points Bank	1054	142306	10/21/2024	IMPLEMENTATION CONSULTING GROUP, LLC
Five Points Bank	1054	142305	10/21/2024	IDEA BANK MARKETING
Five Points Bank	1054	142304	10/21/2024	HOUGHTON MIFFLIN HARCOURT
Five Points Bank	1054	142303	10/21/2024	HOMETOWN LEASING
Five Points Bank	1054	142302	10/21/2024	HILLYARD/ DES MOINES
Five Points Bank	1054	142301	10/21/2024	HERMAN, ART
Five Points Bank	1054	142300	10/21/2024	HEIL, SCOTTIE WA
Five Points Bank	1054	142299	10/21/2024	HD SUPPLY
Five Points Bank	1054	142298	10/21/2024	HASTINGS UTILITIES
Five Points Bank	1054	142297	10/21/2024	HASTINGS TRIBUNE
Five Points Bank	1054	142296	10/21/2024	HASTINGS PUBLIC SCHOOLS
Five Points Bank	1054	142295	10/21/2024	HASTINGS OUTDOOR POWER, LLC
Five Points Bank	1054	142294	10/21/2024	HASTINGS EARLY CHILD DEVELOPMENT
Five Points Bank	1054	142293	10/21/2024	HASTINGS CATHOLIC SCHOOLS
Five Points Bank	1054	142292	10/21/2024	HASTINGS AREA CHAMBER OF COMMERCE
Five Points Bank	1054	142291	10/21/2024	HARMONY BRIDGE, LLC
Five Points Bank	1054	142290	10/21/2024	GUSTAVE A. LARSON COMPANY
Five Points Bank	1054	142289	10/21/2024	GREISEN, KYLEE WA
Five Points Bank	1054	142288	10/21/2024	GREATER NE SCHOOLS ASSN.
Five Points Bank	1054	142287	10/21/2024	GRAVES GRADUATION, LLC
Five Points Bank	1054	142286	10/21/2024	GRAHAM TIRE - GI
Five Points Bank	1054	142285	10/21/2024	GRACES LOCKSMITH SERVICE
Five Points Bank	1054	142284	10/21/2024	GOPHER SPORTS
Five Points Bank	1054	142283	10/21/2024	GO PHYSICAL THERAPY, LLC
Five Points Bank	1054	142282	10/21/2024	GEIGER, MATTHEW C
Five Points Bank	1054	142281	10/21/2024	GARWOOD, KANDACE L
Five Points Bank	1054	142280	10/21/2024	FUN AND FUNCTION
Five Points Bank	1054	142279	10/21/2024	FOLLETT CONTENT SOLUTIONS, LLC
Five Points Bank	1054	142278	10/21/2024	FLINN SCIENTIFIC INC
Five Points Bank	1054	142277	10/21/2024	FIELDER, JIM SH
Five Points Bank	1054	142276	10/21/2024	FAMILY MEDICAL CENTER
Five Points Bank	1054	142275	10/21/2024	ESSER, MELONI
Five Points Bank	1054	142274	10/21/2024	EILEENS COLOSSAL COOKIES, INC.
Five Points Bank	1054	142273	10/21/2024	EGAN SUPPLY COMPANY
Five Points Bank	1054	142272	10/21/2024	EDGERTON EXPLORIT CENTER
Five Points Bank	1054	142271	10/21/2024	ED SERV UNIT 9
Five Points Bank	1054	142270	10/21/2024	ED SERV UNIT 10
Five Points Bank	1054	142269	10/21/2024	ECKHARDT, RACHEL
Five Points Bank	1054	142268	10/21/2024	ECHO ELECTRIC SUPPLY
Five Points Bank	1054	142267	10/21/2024	EAKES OFFICE SOLUTIONS
Five Points Bank	1054	142266	10/21/2024	EAGLE BUILDING SERVICES, LLC
Five Points Bank	1054	142265	10/21/2024	DUTTON-LAINSON
Five Points Bank	1054	142264	10/21/2024	DOUGLAS, ELLE

Five Points Bank	1054	142263	10/21/2024	DOUG W. BUSH	
Five Points Bank	1054	142262	10/21/2024	DIETZE MUSIC	
Five Points Bank	1054	142261	10/21/2024	DETAMORE, STEPHANIE	MS
Five Points Bank	1054	142260	10/21/2024	DEMCO, INC.	
Five Points Bank	1054	142259	10/21/2024	DECKER EQUIPMENT	
Five Points Bank	1054	142258	10/21/2024	DAVIS, JEAN	
Five Points Bank	1054	142257	10/21/2024	DAS STATE ACCOUNTING - CENTRAL FINANCE	
Five Points Bank	1054	142256	10/21/2024	CUMMINS SALES AND SERVICE	
Five Points Bank	1054	142255	10/21/2024	CULLIGAN OF HASTINGS	
Five Points Bank	1054	142254	10/21/2024	CPI/COOPERATIVE PRODUCERS, INC	
Five Points Bank	1054	142253	10/21/2024	CORRAL, VIVIANA	
Five Points Bank	1054	142252	10/21/2024	CONWAY, FELICITY	
Five Points Bank	1054	142251	10/21/2024	CONSCIOUS DISCIPLINE	
Five Points Bank	1054	142250	10/21/2024	CONDITIONED AIR MECHANICALS	
Five Points Bank	1054	142249	10/21/2024	COMPUTERSHARE TRUST COMPANY. N.A	
Five Points Bank	1054	142248	10/21/2024	COMPUTER HARDWARE, INC	
Five Points Bank	1054	142247	10/21/2024	COMMUNICATIONS ENGINEERING	
Five Points Bank	1054	142246	10/21/2024	CLASS INTERCOM	
Five Points Bank	1054	142245	10/21/2024	CHAVEZ, JAZMIN G.	
Five Points Bank	1054	142244	10/21/2024	CENTRAL COMMUNITY COLLEGE - HA	
Five Points Bank	1054	142243	10/21/2024	CARSON-DELLOSA PUBLISHING CO., INC.	
Five Points Bank	1054	142242	10/21/2024	CARLSON, MICHELLE	
Five Points Bank	1054	142241	10/21/2024	CAREY'S PEST CONTROL	
Five Points Bank	1054	142240	10/21/2024	CAMPBELL, JERI M	
Five Points Bank	1054	142239	10/21/2024	C4 OPERATIONS, LLC	
Five Points Bank	1054	142238	10/21/2024	BUSINESS WORLD PRODUCTS	
Five Points Bank	1054	142237	10/21/2024	BURNETT, MASHAYLA	AL
Five Points Bank	1054	142236	10/21/2024	BSN SPORTS, INC.	
Five Points Bank	1054	142235	10/21/2024	BRUYERE, DESTINY	
Five Points Bank	1054	142234	10/21/2024	BRIGHTSIDE CHILD CARE CENTER LLC	
Five Points Bank	1054	142233	10/21/2024	BRANT, CHARLA	AL
Five Points Bank	1054	142232	10/21/2024	BOUCHER, LISA	HHS
Five Points Bank	1054	142231	10/21/2024	BOEVER, KYLEIGH	
Five Points Bank	1054	142230	10/21/2024	BLOOM OROFACIAL MYOFUNCTIONAL	
Five Points Bank	1054	142229	10/21/2024	BLICK ART MATERIALS	
Five Points Bank	1054	142228	10/21/2024	BIG G ACE	
Five Points Bank	1054	142227	10/21/2024	BIG DALLY'S DELI	
Five Points Bank	1054	142226	10/21/2024	BIERE, DIANE	MS
Five Points Bank	1054	142225	10/21/2024	BG&S TRANSMISSIONS	
Five Points Bank	1054	142224	10/21/2024	BEST TREE SERVICE	
Five Points Bank	1054	142223	10/21/2024	BEMAN'S APPLIANCE SERVICE, INC.	
Five Points Bank	1054	142222	10/21/2024	BELIKOVA-ERICKSON, IRINA	LO
Five Points Bank	1054	142221	10/21/2024	BARTOS, ALAETHEA	AL

Five Points Bank	1054	142220	10/21/2024	B2 ENVIRONMENTAL
Five Points Bank	1054	142219	10/21/2024	ASSOCIATED STAFFING, INC.
Five Points Bank	1054	142218	10/21/2024	ASPEGREN, JESSICA EM
Five Points Bank	1054	142217	10/21/2024	ARRANTS, MICHELLE HA
Five Points Bank	1054	142216	10/21/2024	ARNOLD MOTOR COMPANY
Five Points Bank	1054	142215	10/21/2024	ARBOR SCIENTIFIC
Five Points Bank	1054	142214	10/21/2024	APPLE, INC
Five Points Bank	1054	142213	10/21/2024	AMERICAN BAND ACCESSORIES, LLC
Five Points Bank	1054	142212	10/21/2024	ALLO COMMUNICATIONS
Five Points Bank	1054	142211	10/21/2024	ALLENS B & R #32
Five Points Bank	1038	142189	10/11/2024	U.S. POSTAL SERVICE
Five Points Bank	1038	142188	10/11/2024	PREMIER LAWNS
Five Points Bank	1029	142187	9/30/2024	SYNCB/AMAZON
Five Points Bank	1019	142186	9/27/2024	LARA, MARIA CARMEN
Five Points Bank	1019	142185	9/27/2024	HOMETOWN LEASING
Five Points Bank	1019	142184	9/27/2024	GARVER, BETHANY

VOUCHERS TOTAL

ACH	10/17/2024	US BANK
ACH	10/3/2024	AMAZON
ACH	10/1/2024	KCAV
ACH	10/1/2024	WOODWARDS
ACH	10/16/2024	STATE OF NE DPT OF LABOR
ACH	10/9/2024	OMNIFY
ACH	10/17/2024	LUNCHTIME

TOTAL ACH

TOTAL EXPENDITURES

Amount

\$161.00

\$695.48

\$7,494.52

\$3,158.92

\$90.00

\$5.58

\$2,046.91

\$33.30

\$231.00

\$49.39

\$1,051.41

\$751.40

\$513.72

\$2,075.16

\$2,665.48

\$16.60

\$48,240.34

\$188.94

\$454.00

\$166.08

\$1,500.00

\$28.45

\$967.00

\$2,651.00

\$191.40

\$460.00

\$281.40

\$13.40

\$254.90

\$1,500.00

\$947.52

\$12,855.00

\$3,280.50

\$716.00

\$132.48

\$3,049.91

\$375.00

\$11,828.77

\$1,380.00

\$34.16

\$29.92

\$140.00

\$90.00
\$73.76
\$6,195.79
\$6.03
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\$58.18
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\$135.00
\$117.00
\$1,242.00
\$330.00
\$144.05
\$38.55
\$1,229.94
\$112.20
\$8,160.00
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\$936.00
\$89.00
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\$518.43
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\$170.38
\$972.20

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\$47.90
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\$140.00

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\$2,652.00
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\$23.05
\$712,748.76

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\$15,081.03
\$24,186.18
\$3,825.00
\$4,934.77
\$312.00
\$176,995.28
\$261,142.80

\$973,891.56

Bank Name	Voucher #	Check Number	Date	Payee	Amount
Pinnacle Bank	1056	15843	10/17/2024	WILLIAMS, RENEE	\$140.00
Pinnacle Bank	1056	15842	10/17/2024	WELLENSIEK, KRISTIE	\$75.26
Pinnacle Bank	1056	15841	10/17/2024	SOS PORTABLE TOILETS	\$240.00
Pinnacle Bank	1056	15840	10/17/2024	SERRANO, ANGELA	\$96.00
Pinnacle Bank	1056	15839	10/17/2024	SCHULDT, DANIEL	\$140.00
Pinnacle Bank	1056	15838	10/17/2024	RUSS'S IGA	\$217.83
Pinnacle Bank	1056	15837	10/17/2024	PRODUCTIVITY INC	\$1,670.69
Pinnacle Bank	1056	15836	10/17/2024	PEPSI OF HASTINGS -	\$868.95
Pinnacle Bank	1056	15835	10/17/2024	NSESA -	\$125.00
Pinnacle Bank	1056	15834	10/17/2024	NE CHORAL DIRECTORS	\$210.00
Pinnacle Bank	1056	15833	10/17/2024	NAVIGATOR MOTORCOACHES INC.	\$2,040.00
Pinnacle Bank	1056	15832	10/17/2024	MONTAGUE, AZYRA	\$81.00
Pinnacle Bank	1056	15831	10/17/2024	MENARDS	\$640.12
Pinnacle Bank	1056	15830	10/17/2024	MCKENZIE, BRENDA S	\$54.89
Pinnacle Bank	1056	15829	10/17/2024	McCOOK HIGH SCHOOL	\$275.00
Pinnacle Bank	1056	15828	10/17/2024	MAU, TODD	\$70.00
Pinnacle Bank	1056	15827	10/17/2024	MARQUARDT, BLAKE HS	\$152.76
Pinnacle Bank	1056	15826	10/17/2024	LOCHLAND COUNTRY CLUB	\$1,562.94
Pinnacle Bank	1056	15825	10/17/2024	LINDBLAD, BRAD	\$130.00
Pinnacle Bank	1056	15824	10/17/2024	LEXINGTON HIGH SCHOOL	\$100.00
Pinnacle Bank	1056	15823	10/17/2024	LAUX, GABRIELLE	\$260.00
Pinnacle Bank	1056	15822	10/17/2024	KIMLE, MICHELLE MS	\$207.42
Pinnacle Bank	1056	15821	10/17/2024	KILE, GENA	\$390.00
Pinnacle Bank	1056	15820	10/17/2024	KILE JR., LEROY L.	\$130.00
Pinnacle Bank	1056	15819	10/17/2024	J W PEPPER & SONS INC.	\$302.99
Pinnacle Bank	1056	15818	10/17/2024	HERZ, MEGAN	\$100.00
Pinnacle Bank	1056	15817	10/17/2024	HEARTLAND ACADEMIC COMPETITIONS	\$50.00
Pinnacle Bank	1056	15816	10/17/2024	HALDERMAN, JAMES D.	\$179.00
Pinnacle Bank	1056	15815	10/17/2024	GOLTER, CHASE	\$130.00
Pinnacle Bank	1056	15814	10/17/2024	ERICKSON, KEIRA	\$63.41

Pinnacle Bank	1056	15813	10/17/2024 ENGBERG, SCOTT	\$260.00
Pinnacle Bank	1056	15812	10/17/2024 EILEENS COLOSSAL COOKIES, INC.	\$20,345.00
Pinnacle Bank	1056	15811	10/17/2024 CONSOLIDATED CONCRETE CO.	\$5,050.13
Pinnacle Bank	1056	15810	10/17/2024 BREI, CAMERON	\$130.00
Pinnacle Bank	1056	15809	10/17/2024 BIG G ACE	\$24.29
Pinnacle Bank	1056	15808	10/17/2024 ARNOLD MOTOR COMPANY	\$168.39
Pinnacle Bank	1056	15807	10/17/2024 ALLENS B & R #32	\$95.51
Pinnacle Bank	1032	15806	10/7/2024 YORK HIGH SCHOOL	\$150.00
Pinnacle Bank	1032	15805	10/7/2024 VARSITY SPIRIT FASHIONS	\$6,312.63
Pinnacle Bank	1032	15804	10/7/2024 STUHR, MICHAELA	\$360.00
Pinnacle Bank	1032	15803	10/7/2024 STUDNICKA, JULIE	\$100.00
Pinnacle Bank	1032	15801	10/7/2024 SANDY CREEK HIGH SCHOOL	\$100.00
Pinnacle Bank	1032	15800	10/7/2024 RUSS'S IGA	\$620.00
Pinnacle Bank	1032	15799	10/7/2024 RAYMOND CENTRAL HIGH SCHOOL	\$150.00
Pinnacle Bank	1032	15798	10/7/2024 NETSUPPORT INC,	\$168.98
Pinnacle Bank	1032	15797	10/7/2024 NEBRASKA DECA	\$450.00
Pinnacle Bank	1032	15796	10/7/2024 MZOOKA, LLC	\$100.00
Pinnacle Bank	1032	15795	10/7/2024 MSC INDUSTRIAL SUPPLY	\$925.69
Pinnacle Bank	1032	15794	10/7/2024 MENARDS	\$762.48
Pinnacle Bank	1032	15793	10/7/2024 LINDBLAD, BRENT	\$75.00
Pinnacle Bank	1032	15792	10/7/2024 LINDBLAD, BRAD	\$75.00
Pinnacle Bank	1032	15791	10/7/2024 KRAMER, PATRICIA	\$250.00
Pinnacle Bank	1032	15790	10/7/2024 KASPER, PATRICIA	\$360.00
Pinnacle Bank	1032	15789	10/7/2024 JIMMY JOHNS - HASTINGS	\$160.48
Pinnacle Bank	1032	15788	10/7/2024 ISLAND SUPPLY WELDING	\$82.60
Pinnacle Bank	1032	15787	10/7/2024 HENGEN, DENNIS	\$45.41
Pinnacle Bank	1032	15786	10/7/2024 GINW HIGH SCHOOL	\$75.00
Pinnacle Bank	1032	15785	10/7/2024 FADER, NOAH	\$360.00
Pinnacle Bank	1032	15784	10/7/2024 DRAMATIC PUBLISHING	\$391.64
Pinnacle Bank	1032	15783	10/7/2024 DECA, INC.	\$200.00
Pinnacle Bank	1032	15782	10/7/2024 CITY OF HASTINGS - PARKS	\$1,028.55

Pinnacle Bank	1032	15781	10/7/2024 CENTRAL NEBRASKA BOBCAT	\$1,160.00
Pinnacle Bank	1032	15780	10/7/2024 BSN SPORTS, INC.	\$8,575.19
Pinnacle Bank	1032	15779	10/7/2024 BORG, MEGAN	\$150.00
Pinnacle Bank	1032	15778	10/7/2024 BIG G ACE	\$632.50
Pinnacle Bank	1032	15777	10/7/2024 ASPEN, ROGER	\$75.00
Pinnacle Bank	1032	15776	10/7/2024 ARNOLD MOTOR COMPANY	\$359.13
Pinnacle Bank	1032	15775	10/7/2024 ADKISSON, STEVE	\$360.00
Pinnacle Bank	1021	15774	9/27/2024 YORK HIGH SCHOOL	\$170.00
Pinnacle Bank	1021	15773	9/27/2024 WYHE'S CHOICE FUNDRAISING	\$3,528.00
Pinnacle Bank	1021	15772	9/27/2024 WILLIAMSON, STEPHANIE	\$180.00
Pinnacle Bank	1021	15771	9/27/2024 VILLALOBOS, JASON	\$140.00
Pinnacle Bank	1021	15770	9/27/2024 TRAVIS, BRENT	\$140.00
Pinnacle Bank	1021	15769	9/27/2024 TENNIS WAREHOUSE	\$515.40
Pinnacle Bank	1021	15768	9/27/2024 TELECKY, MARTIN	\$210.00
Pinnacle Bank	1021	15767	9/27/2024 STUDNICKA, JULIE	\$100.00
Pinnacle Bank	1021	15766	9/27/2024 ST JOHN, LISA	\$130.00
Pinnacle Bank	1021	15765	9/27/2024 SHAW, ISAIAH JACKSON	\$195.00
Pinnacle Bank	1021	15764	9/27/2024 SCHULDT, DANIEL	\$210.00
Pinnacle Bank	1021	15763	9/27/2024 RUSS'S IGA	\$101.79
Pinnacle Bank	1021	15762	9/27/2024 QUIZNOS SUB	\$278.50
Pinnacle Bank	1021	15761	9/27/2024 QUALITY SOUND & WATER	\$1,753.00
Pinnacle Bank	1021	15760	9/27/2024 PEPSI OF HASTINGS -	\$308.65
Pinnacle Bank	1021	15759	9/27/2024 PENNINGTON, DREW J	\$10.00
Pinnacle Bank	1021	15758	9/27/2024 OLSON, RILAN	\$65.00
Pinnacle Bank	1021	15757	9/27/2024 MULLEN, DELANEY	\$130.00
Pinnacle Bank	1021	15756	9/27/2024 MORRIS, GREG	\$350.00
Pinnacle Bank	1021	15755	9/27/2024 MOORE, PATRICK	\$210.00
Pinnacle Bank	1021	15754	9/27/2024 MINDEN HIGH SCHOOL	\$50.00
Pinnacle Bank	1021	15753	9/27/2024 MEDCO SUPPLY COMPANY	\$22.32
Pinnacle Bank	1021	15752	9/27/2024 MAU, TODD	\$350.00
Pinnacle Bank	1021	15751	9/27/2024 LUTZ, ZACHARY	\$140.00

Pinnacle Bank	1021	15750	9/27/2024 LINDBLAD, BRENT	\$260.00
Pinnacle Bank	1021	15749	9/27/2024 LINDBLAD, BRAD	\$260.00
Pinnacle Bank	1021	15748	9/27/2024 LEICHLER, AUDRA	\$180.00
Pinnacle Bank	1021	15747	9/27/2024 LAUX, KAITLYN	\$78.00
Pinnacle Bank	1021	15746	9/27/2024 KILE, GENA	\$650.00
Pinnacle Bank	1021	15745	9/27/2024 KEARNEY HIGH SCHOOL	\$50.00
Pinnacle Bank	1021	15744	9/27/2024 JOHNSON, LANE	\$140.00
Pinnacle Bank	1021	15743	9/27/2024 JIMMY JOHNS - HASTINGS	\$99.84
Pinnacle Bank	1021	15742	9/27/2024 HOLDREGE PUBLIC SCHOOL	\$100.00
Pinnacle Bank	1021	15741	9/27/2024 HERNANDEZ, DIEGO DANIEL	\$195.00
Pinnacle Bank	1021	15740	9/27/2024 HAUFF MID-AMERICA SPORTS	\$423.37
Pinnacle Bank	1021	15739	9/27/2024 HATCH, GABRIELLA	\$78.00
Pinnacle Bank	1021	15738	9/27/2024 GOLTER, CHASE	\$65.00
Pinnacle Bank	1021	15737	9/27/2024 GLUNZ, DAWNELL	\$180.00
Pinnacle Bank	1021	15736	9/27/2024 FRANZEN, LACEY HMS	\$913.59
Pinnacle Bank	1021	15735	9/27/2024 ERICKSON, KEIRA	\$9.50
Pinnacle Bank	1021	15734	9/27/2024 ENGBERG, SCOTT	\$195.00
Pinnacle Bank	1021	15733	9/27/2024 EFFLE, DEREK	\$210.00
Pinnacle Bank	1021	15732	9/27/2024 DOUGLAS, ELLE	\$78.00
Pinnacle Bank	1021	15731	9/27/2024 DIGNITY DESIGNS	\$306.00
Pinnacle Bank	1021	15730	9/27/2024 CRETE HIGH SCHOOL	\$100.00
Pinnacle Bank	1021	15729	9/27/2024 CAMPOS, ULISES	\$200.00
Pinnacle Bank	1021	15728	9/27/2024 BSN SPORTS, INC.	\$514.67
Pinnacle Bank	1021	15727	9/27/2024 BRENNFOERDER, ZACHARY	\$65.00
Pinnacle Bank	1021	15726	9/27/2024 BRAKHAGE, RUSS	\$210.00
Pinnacle Bank	1021	15725	9/27/2024 BORG, MEGAN	\$180.00
Pinnacle Bank	1021	15724	9/27/2024 BENSON, LEXI	\$90.00
Pinnacle Bank	1021	15723	9/27/2024 BECK, BRIAN	\$140.00
Pinnacle Bank	1021	15722	9/27/2024 BAKER, WHITNEY	\$750.00
Pinnacle Bank	1021	15721	9/27/2024 ALLENS B & R #32	\$143.97
Pinnacle Bank	1021	15720	9/27/2024 ALBER, WILSON	\$210.00

Pinnacle Bank	1014	15719	9/20/2024 YANDAS MUSIC	\$4.75
Pinnacle Bank	1014	15718	9/20/2024 WALTERS, EDDIE	\$180.00
Pinnacle Bank	1014	15717	9/20/2024 SPORTS ATTACK	\$320.00
Pinnacle Bank	1014	15716	9/20/2024 SOUTH CENTRAL EMS, LLC	\$487.50
Pinnacle Bank	1014	15715	9/20/2024 SMALL TOWN FAMOUS-	\$789.54
Pinnacle Bank	1014	15714	9/20/2024 SKILLS USA NEBRASKA	\$120.00
Pinnacle Bank	1014	15713	9/20/2024 SHAW, ISAIAH JACKSON	\$130.00
Pinnacle Bank	1014	15712	9/20/2024 SCHULDT, DANIEL	\$160.00
Pinnacle Bank	1014	15711	9/20/2024 NORTH PLATTE HIGH SCHOOL	\$50.00
Pinnacle Bank	1014	15710	9/20/2024 MZOOKA, LLC	\$2,410.00
Pinnacle Bank	1014	15709	9/20/2024 MOORE, PATRICK	\$160.00
Pinnacle Bank	1014	15708	9/20/2024 MENARDS	\$787.76
Pinnacle Bank	1014	15707	9/20/2024 LEXINGTON HIGH SCHOOL	\$85.00
Pinnacle Bank	1014	15706	9/20/2024 HERNANDEZ, DIEGO DANIEL	\$130.00
Pinnacle Bank	1014	15705	9/20/2024 HASTINGS PUBLIC SCHOOLS	\$2,752.00
Pinnacle Bank	1014	15704	9/20/2024 GAME ONE	\$465.91
Pinnacle Bank	1014	15703	9/20/2024 COMPETITIVE EDGE	\$864.00
Pinnacle Bank	1014	15702	9/20/2024 BSN SPORTS, INC.	\$1,686.09
Pinnacle Bank	1014	15701	9/20/2024 BORG, MEGAN	\$180.00
Pinnacle Bank	1014	15700	9/20/2024 BIG G ACE	\$2.34
			VOUCHERS TOTAL	\$89,519.35
	ACH		10/17/2024 US BANK	\$12,256.39
	ACH		10/3/2024 AMAZON	1709.01
			TOTAL ACH	\$13,965.40
			TOTAL EXPENDITURES	\$103,484.75

Bank Name	Voucher #	Check Number	Date	Payee	Amount
Five Points Bank	1110	142642	11/18/2024	VERIZON WIRELESS	\$1,223.12
Five Points Bank	1110	142641	11/18/2024	PEREDA-CARREON, ROSALINDA	\$171.00
Five Points Bank	1110	142640	11/18/2024	CONDITIONED AIR MECHANICALS	\$3,650.00
Five Points Bank	1105	142639	11/18/2024	ZIEMBA ROOFING CO	\$645.00
Five Points Bank	1105	142638	11/18/2024	YMCA	\$7,452.62
Five Points Bank	1105	142637	11/18/2024	YANDAS MUSIC	\$1,011.56
Five Points Bank	1105	142636	11/18/2024	WORK ON LEARNING, INC	\$489.00
Five Points Bank	1105	142635	11/18/2024	WISSING, INDE MS	\$55.80
Five Points Bank	1105	142634	11/18/2024	WILLIAMSON, JERRY	\$72.90
Five Points Bank	1105	142633	11/18/2024	WEST MUSIC COMPANY	\$258.34
Five Points Bank	1105	142632	11/18/2024	WELSCH, JENNIFER R	\$4.02
Five Points Bank	1105	142631	11/18/2024	W.G. PAULEY LUMBER COMPANY	\$100.12
Five Points Bank	1105	142630	11/18/2024	VIAERO WIRELESS	\$256.68
Five Points Bank	1105	142629	11/18/2024	VERIZON WIRELESS	\$210.28
Five Points Bank	1105	142628	11/18/2024	VARITRONICS, LLC	\$412.68
Five Points Bank	1105	142627	11/18/2024	UNK - SHAPE NEBRASKA TREASURER	\$130.00
Five Points Bank	1105	142626	11/18/2024	UNIVERSAL HYDRAULICS	\$123.71
Five Points Bank	1105	142625	11/18/2024	TUNKS, SAMUEL L	\$84.42
Five Points Bank	1105	142624	11/18/2024	TRUCK CENTER COMPANIES	\$192.88
Five Points Bank	1105	142623	11/18/2024	TOWER GARDEN, LLC	\$65.00
Five Points Bank	1105	142622	11/18/2024	TK ELEVATOR CORPORATION	\$6,157.85
Five Points Bank	1105	142621	11/18/2024	THE SCARECROW PUMPKIN PATCH	\$250.00
Five Points Bank	1105	142620	11/18/2024	THE FORENSICS FILES	\$429.00
Five Points Bank	1105	142619	11/18/2024	THE ARCHWAY	\$370.00
Five Points Bank	1105	142618	11/18/2024	TEACHER INNOVATIONS, INC.	\$480.00
Five Points Bank	1105	142617	11/18/2024	SUNBELT RENTALS	\$532.12
Five Points Bank	1105	142616	11/18/2024	STOKELY, KELSEY	\$2,592.00
Five Points Bank	1105	142615	11/18/2024	STODDARD, JAYSON MS	\$129.74
Five Points Bank	1105	142614	11/18/2024	STAPLES, INC	\$143.92
Five Points Bank	1105	142613	11/18/2024	SOUTHWORTH, PAULA D.	\$2,026.65

Five Points Bank	1105	142612	11/18/2024	SMITH, KIMBERLY	\$90.00
Five Points Bank	1105	142611	11/18/2024	SMALL TOWN FAMOUS-	\$48.88
Five Points Bank	1105	142610	11/18/2024	SHRIVER, SHARON A.	\$1,518.00
Five Points Bank	1105	142609	11/18/2024	SHERWIN-WILLIAMS CO	\$112.61
Five Points Bank	1105	142608	11/18/2024	SHAPE- NEBRASKA	\$350.00
Five Points Bank	1105	142607	11/18/2024	SECURLY, INC	\$4,446.00
Five Points Bank	1105	142606	11/18/2024	SCHURMAN, HOLLY	\$450.00
Five Points Bank	1105	142605	11/18/2024	SCHULTZ, AMBER AL	\$54.31
Five Points Bank	1105	142604	11/18/2024	SCHOOL SPECIALTY	\$123.82
Five Points Bank	1105	142603	11/18/2024	SCHOOL MATE	\$474.50
Five Points Bank	1105	142602	11/18/2024	SCHOLASTIC, INC	\$705.26
Five Points Bank	1105	142601	11/18/2024	SCHNEIDER, JEFF AD	\$201.00
Five Points Bank	1105	142600	11/18/2024	SCHLICHTMAN, CHELBY HHS	\$38.66
Five Points Bank	1105	142599	11/18/2024	RYSIEW, KATHY	\$5.79
Five Points Bank	1105	142598	11/18/2024	RUSS'S IGA	\$1,555.27
Five Points Bank	1105	142597	11/18/2024	ROCKLER WOODWORKING AND HARDWARE	\$2,868.09
Five Points Bank	1105	142596	11/18/2024	ROBINSON, KERRA M	\$62.98
Five Points Bank	1105	142595	11/18/2024	RICHTER, SAVANNAH	\$26.26
Five Points Bank	1105	142594	11/18/2024	REMMERS KIM HA	\$204.01
Five Points Bank	1105	142593	11/18/2024	REIBER, LYNZEE N HA	\$15.88
Five Points Bank	1105	142592	11/18/2024	REALLY GOOD STUFF	\$36.94
Five Points Bank	1105	142591	11/18/2024	RAVEN TECH LLC	\$550.00
Five Points Bank	1105	142590	11/18/2024	PREMIER LAWNS	\$2,678.00
Five Points Bank	1105	142589	11/18/2024	PRAIRIE LOFT	\$20.00
Five Points Bank	1105	142588	11/18/2024	POWERUP SURPLUS, INC	\$82.19
Five Points Bank	1105	142587	11/18/2024	POOH CORNER WEST	\$1,242.00
Five Points Bank	1105	142586	11/18/2024	PLATTE VALLEY COMMUNICATIONS	\$103.73
Five Points Bank	1105	142585	11/18/2024	PLANK ROAD PUBLISHING	\$667.25
Five Points Bank	1105	142584	11/18/2024	PINE COVE CONSULTING, LLC	\$13,500.00
Five Points Bank	1105	142583	11/18/2024	PILE, HOPE	\$230.00
Five Points Bank	1105	142582	11/18/2024	PHYS THERAPY & SPORT REHAB	\$20,115.06

Five Points Bank	1105	142581	11/18/2024	PHILLIPS, MARY	\$1,486.88
Five Points Bank	1105	142580	11/18/2024	PETR, JOAN WA	\$99.00
Five Points Bank	1105	142579	11/18/2024	PEPSI OF HASTINGS -	\$805.52
Five Points Bank	1105	142578	11/18/2024	PASTIME LANES	\$1,358.00
Five Points Bank	1105	142577	11/18/2024	PARR, LAURIE AL	\$92.78
Five Points Bank	1105	142576	11/18/2024	OVERDRIVE, INC	\$750.00
Five Points Bank	1105	142575	11/18/2024	OSWALD, AARON MS	\$99.48
Five Points Bank	1105	142573	11/18/2024	OMAN, GRACIE	\$90.00
Five Points Bank	1105	142572	11/18/2024	OMAHA WORLD HERALD--	\$1,071.00
Five Points Bank	1105	142571	11/18/2024	O'REILLY AUTO PARTS	\$205.28
Five Points Bank	1105	142570	11/18/2024	O'NEILL, COLLEEN MO	\$140.00
Five Points Bank	1105	142569	11/18/2024	O'HEARN, KARISSA M HHS	\$25.56
Five Points Bank	1105	142568	11/18/2024	NGUYEN, HO	\$36.10
Five Points Bank	1105	142567	11/18/2024	NebSPRA	\$50.00
Five Points Bank	1105	142566	11/18/2024	NEBRASKA-IOWA IND FASTENER	\$827.85
Five Points Bank	1105	142565	11/18/2024	NEBRASKA WINDOW COVERINGS	\$22,100.00
Five Points Bank	1105	142564	11/18/2024	NE SAFETY CENTER @ UNK	\$50.00
Five Points Bank	1105	142563	11/18/2024	NCS PEARSON, INC	\$2,742.70
Five Points Bank	1105	142562	11/18/2024	NAVIANCE, INC.	\$8,160.00
Five Points Bank	1105	142561	11/18/2024	NASB ALICAP	\$1,375.00
Five Points Bank	1105	142560	11/18/2024	NAPA AUTO PARTS	\$4,771.83
Five Points Bank	1105	142559	11/18/2024	MURRAY CONNIE LO	\$11.50
Five Points Bank	1105	142558	11/18/2024	MUNICIPAL SUPPLY OF NE	\$252.80
Five Points Bank	1105	142557	11/18/2024	MSC INDUSTRIAL SUPPLY	\$925.69
Five Points Bank	1105	142556	11/18/2024	MIETH, HANNAH MO	\$50.95
Five Points Bank	1105	142555	11/18/2024	MIDWEST RESTURANT SUPPLY	\$121.89
Five Points Bank	1105	142554	11/18/2024	MIDWEST AUTOMATIC FIRE SPRINKLER	\$1,064.28
Five Points Bank	1105	142553	11/18/2024	MICK, ALICIA	\$459.00
Five Points Bank	1105	142552	11/18/2024	MENARDS	\$5,658.31
Five Points Bank	1105	142551	11/18/2024	MCPHERSON, SARA K	\$60.00
Five Points Bank	1105	142550	11/18/2024	MCINTYRE, TINA	\$90.00

Five Points Bank	1105	142549	11/18/2024	MCGRAW- HILL SCHOOL ED HOLDINGS, LLC	\$4,589.40
Five Points Bank	1105	142548	11/18/2024	MAYES, MICHAELA D.	\$90.00
Five Points Bank	1105	142547	11/18/2024	MAU, SHELLY HS	\$94.89
Five Points Bank	1105	142546	11/18/2024	MARTIN, RYAN	\$204.43
Five Points Bank	1105	142545	11/18/2024	LYNDSEY'S BUILDING BLOCKS DAYCARE	\$1,472.00
Five Points Bank	1105	142544	11/18/2024	LUKASSEN, NEVAEH	\$90.00
Five Points Bank	1105	142543	11/18/2024	LITTLE STINGERS CHILD CARE	\$414.00
Five Points Bank	1105	142542	11/18/2024	LIBERTY HARDWOODS INC	\$1,676.06
Five Points Bank	1105	142541	11/18/2024	LESSONPIX, INC.	\$432.00
Five Points Bank	1105	142540	11/18/2024	LESONIK, AMY	\$90.00
Five Points Bank	1105	142539	11/18/2024	LCL TRUCK EQUIPMENT, INC.	\$53.50
Five Points Bank	1105	142538	11/18/2024	LAKESHORE LEARNING MATERIALS	\$1,422.15
Five Points Bank	1105	142537	11/18/2024	KULLY PIPE & STEEL CO	\$2,092.12
Five Points Bank	1105	142536	11/18/2024	KORTUM, KYLIE	\$320.00
Five Points Bank	1105	142535	11/18/2024	KIMLE, MICHELLE MS	\$107.43
Five Points Bank	1105	142534	11/18/2024	KENESAW UNITED CHILD CARE COALITION	\$69.00
Five Points Bank	1105	142533	11/18/2024	JULIAN, THERESA AD	\$145.00
Five Points Bank	1105	142532	11/18/2024	JOHNSON, KAYLA MO	\$122.61
Five Points Bank	1105	142531	11/18/2024	JOHNSON HARDWARE COMPANY	\$2,806.00
Five Points Bank	1105	142530	11/18/2024	JIMENEZ SANCHEZ, JAVIER	\$64.00
Five Points Bank	1105	142529	11/18/2024	JAURIGUI-PINA, BRENDA E.	\$247.00
Five Points Bank	1105	142528	11/18/2024	JACOBI CARPET ONE FLOOR & HOME-	\$169.60
Five Points Bank	1105	142527	11/18/2024	JACKSON GLASS	\$3,251.97
Five Points Bank	1105	142526	11/18/2024	ISLAND SUPPLY WELDING	\$837.58
Five Points Bank	1105	142525	11/18/2024	ISLAND SPRINKLER SUPPLY	\$858.24
Five Points Bank	1105	142524	11/18/2024	INSECT LORE PRODUCTS	\$58.94
Five Points Bank	1105	142523	11/18/2024	INNOVATIONS ASSOCIATES, LLC	\$170.00
Five Points Bank	1105	142522	11/18/2024	INGRAM LIBRARY SERVICES	\$1,848.97
Five Points Bank	1105	142521	11/18/2024	IMPLEMENTATION CONSULTING GROUP, LLC	\$17,250.00
Five Points Bank	1105	142520	11/18/2024	IDEAL ELECTRIC CO	\$1,566.90
Five Points Bank	1105	142519	11/18/2024	IDEA BANK MARKETING	\$2,788.51

Five Points Bank	1105	142518	11/18/2024	HOWIE, DENISE	HHS	\$186.60
Five Points Bank	1105	142517	11/18/2024	HOPPE, JILL	MS	\$15.86
Five Points Bank	1105	142516	11/18/2024	HOMETOWN LEASING		\$9,866.04
Five Points Bank	1105	142515	11/18/2024	HERMAN, ART		\$55.22
Five Points Bank	1105	142514	11/18/2024	HAWES, ASHLEY N		\$25.65
Five Points Bank	1105	142513	11/18/2024	HASTINGS UTILITIES		\$66,818.76
Five Points Bank	1105	142512	11/18/2024	HASTINGS TRIBUNE		\$1,477.68
Five Points Bank	1105	142511	11/18/2024	HASTINGS EARLY CHILD DEVELOPMENT		\$1,886.00
Five Points Bank	1105	142510	11/18/2024	HARRIS, ELYSSA		\$44.23
Five Points Bank	1105	142509	11/18/2024	GUIAI, RACHEL	MO	\$33.21
Five Points Bank	1105	142508	11/18/2024	GRAHAM TIRE - GI		\$923.40
Five Points Bank	1105	142507	11/18/2024	GRACES LOCKSMITH SERVICE		\$5.00
Five Points Bank	1105	142506	11/18/2024	GONZALES LEGON, DANIA A		\$437.00
Five Points Bank	1105	142505	11/18/2024	GO PHYSICAL THERAPY, LLC		\$61,248.72
Five Points Bank	1105	142504	11/18/2024	GENERAL PARTS		\$63.83
Five Points Bank	1105	142503	11/18/2024	GARWOOD, KANDACE L		\$67.00
Five Points Bank	1105	142502	11/18/2024	FRONTLINE TECHNOLOGIES GROUP, LLC		\$10,892.96
Five Points Bank	1105	142501	11/18/2024	FRONTIER HOME MEDICAL		\$3,228.06
Five Points Bank	1105	142500	11/18/2024	FRIEND, ELLIE	HHS	\$237.71
Five Points Bank	1105	142499	11/18/2024	FRANZEN, LACEY	HMS	\$73.18
Five Points Bank	1105	142498	11/18/2024	FOLLETT CONTENT SOLUTIONS, LLC		\$3,252.38
Five Points Bank	1105	142497	11/18/2024	FLINN SCIENTIFIC INC		\$113.95
Five Points Bank	1105	142496	11/18/2024	FATHER FLANAGAN'S BOYS HOME		\$86.40
Five Points Bank	1105	142495	11/18/2024	FARIS, TIMOTHY	HMS	\$66.88
Five Points Bank	1105	142494	11/18/2024	FAMILY MEDICAL CENTER		\$200.00
Five Points Bank	1105	142493	11/18/2024	ENGBERG, SCOTT		\$21.98
Five Points Bank	1105	142492	11/18/2024	ELECTRONIC SYSTEMS, INC.		\$2,220.00
Five Points Bank	1105	142491	11/18/2024	ELECTRONIC CONTRACTING COMPANY		\$1,119.53
Five Points Bank	1105	142490	11/18/2024	EILEENS COLOSSAL COOKIES, INC.		\$52.00
Five Points Bank	1105	142489	11/18/2024	EGAN SUPPLY COMPANY		\$531.42
Five Points Bank	1105	142488	11/18/2024	ED SERV UNIT 9		\$52,131.99

Five Points Bank	1105	142487	11/18/2024	ED SERV UNIT 10	\$165.00
Five Points Bank	1105	142486	11/18/2024	ECHO ELECTRIC SUPPLY	\$1,610.21
Five Points Bank	1105	142485	11/18/2024	EBSCO INFORMATION SERVICES	\$369.24
Five Points Bank	1105	142484	11/18/2024	EASTMAN, AMANDA	\$90.00
Five Points Bank	1105	142483	11/18/2024	EAKES OFFICE SOLUTIONS	\$939.15
Five Points Bank	1105	142482	11/18/2024	EAGLE BUILDING SERVICES, LLC	\$15,375.36
Five Points Bank	1105	142481	11/18/2024	DUTTON-LAINSON	\$5,626.71
Five Points Bank	1105	142480	11/18/2024	DISCOVERY EDUCATION	\$2,250.00
Five Points Bank	1105	142479	11/18/2024	DIETZE MUSIC	\$75.00
Five Points Bank	1105	142478	11/18/2024	DETAMORE, STEPHANIE MS	\$199.63
Five Points Bank	1105	142477	11/18/2024	DAS STATE ACCOUNTING - CENTRAL FINANCE	\$585.74
Five Points Bank	1105	142476	11/18/2024	CULLIGAN OF HASTINGS	\$467.35
Five Points Bank	1105	142475	11/18/2024	CPI/COOPERATIVE PRODUCERS, INC	\$9,960.50
Five Points Bank	1105	142474	11/18/2024	CORNHUSKER STATE INDUSTRIES	\$1,578.00
Five Points Bank	1105	142473	11/18/2024	CORNHUSKER PRESS	\$284.84
Five Points Bank	1105	142472	11/18/2024	CONSOLIDATED CONCRETE CO.	\$92.55
Five Points Bank	1105	142471	11/18/2024	CONSRUCK, ANNIE MS	\$36.34
Five Points Bank	1105	142470	11/18/2024	CONOVER, TAMARA	\$51.46
Five Points Bank	1105	142468	11/18/2024	COMPUTER HARDWARE, INC	\$1,622.95
Five Points Bank	1105	142467	11/18/2024	COMBS, JIMMIE MS	\$10.70
Five Points Bank	1105	142466	11/18/2024	CITY OF HASTINGS SOLID WASTE DEPT.	\$63.90
Five Points Bank	1105	142465	11/18/2024	CEYLON LAND	\$8.85
Five Points Bank	1105	142464	11/18/2024	CASSADA, CRYSTAL MO	\$11.64
Five Points Bank	1105	142463	11/18/2024	CARLSON, MICHELLE	\$3,031.02
Five Points Bank	1105	142462	11/18/2024	CAREY'S PEST CONTROL	\$1,083.00
Five Points Bank	1105	142461	11/18/2024	C4 OPERATIONS, LLC	\$710.00
Five Points Bank	1105	142460	11/18/2024	BURR, MEGAN	\$11.95
Five Points Bank	1105	142459	11/18/2024	BRIGHTSIDE CHILD CARE CENTER LLC	\$4,059.75
Five Points Bank	1105	142458	11/18/2024	BOUCHER, LISA HHS	\$70.75
Five Points Bank	1105	142457	11/18/2024	BOSELNAN, INC.	\$335.50
Five Points Bank	1105	142456	11/18/2024	BLOOM OROFACIAL MYOFUNCTIONAL	\$648.00

Five Points Bank	1105	142455	11/18/2024	BIG G ACE	\$939.20
Five Points Bank	1105	142454	11/18/2024	BGNE, INC.	\$435.98
Five Points Bank	1105	142453	11/18/2024	BERNARD-STEVENSON, SARAH A	\$29.90
Five Points Bank	1105	142452	11/18/2024	BERNARD-STEVENSON, DAVID A	\$63.60
Five Points Bank	1105	142451	11/18/2024	BEMAN'S APPLIANCE SERVICE, INC.	\$145.00
Five Points Bank	1105	142450	11/18/2024	ASSOCIATED STAFFING, INC.	\$4,489.93
Five Points Bank	1105	142449	11/18/2024	ARNOLD MOTOR COMPANY	\$510.23
Five Points Bank	1105	142448	11/18/2024	APPLE, INC	\$17,864.00
Five Points Bank	1105	142447	11/18/2024	ALLO COMMUNICATIONS	\$6,859.92
Five Points Bank	1105	142446	11/18/2024	ALLENS B & R #32	\$590.48
Five Points Bank	1105	142445	11/18/2024	ADVANCE SERVICES, INC	\$300.00
Five Points Bank	1097	142444	11/11/2024	OVERDRIVE, INC	\$3,000.00
Five Points Bank	1089	142443	11/1/2024	NSIAAA	\$250.00
Five Points Bank	1084	142442	10/30/2024	IMPLEMENTATION CONSULTING GROUP, LLC	\$11,000.00
Five Points Bank	1083	142441	10/29/2024	PREMIER LAWNS	\$35,400.00
Five Points Bank	1083	142439	10/29/2024	NEBRASKA STATE FIRE MARSHAL AGENCY	\$288.00
Five Points Bank	1083	142438	10/29/2024	LIBRARY STORE	\$120.50
Five Points Bank	1079	142437	10/25/2024	MILLARD PUBLIC SCHOOLS	\$500.00
Five Points Bank	1067	142436	10/22/2024	ECLIPSE DRAFTING & CONSTRUCTION	\$7,047.50
				VOUCHERS TOTAL	\$541,372.57
		ACH	11/14/2024	US BANK	\$19,001.36
		ACH	10/25/2024	AMAZON	\$14,817.66
		ACH	11/14/2024	WOODWARDS	\$2,380.00
		ACH	11/14/2024	OMNIFY	\$312.00
		ACH	10/31/2024	LUNCHTIME	\$521,101.61
				TOTAL ACH	\$557,612.63
				TOTAL EXPENDITURES	\$1,098,985.20

Bank Name	Voucher #	Check Number	Date	Payee	Amount
Pinnacle Bank	1103	15986	11/14/2024	WYHE'S CHOICE FUNDRAISING	\$6,711.00
Pinnacle Bank	1103	15985	11/14/2024	WEST MUSIC COMPANY	\$406.75
Pinnacle Bank	1103	15984	11/14/2024	W.G. PAULEY LUMBER COMPANY	\$1,071.91
Pinnacle Bank	1103	15983	11/14/2024	UNIVERSITY OF NEBRASKA-LINCOLN	\$375.00
Pinnacle Bank	1103	15982	11/14/2024	RUSS'S IGA	\$39.97
Pinnacle Bank	1103	15981	11/14/2024	NIEDERKLEIN, KRISTA WA	\$110.08
Pinnacle Bank	1103	15980	11/14/2024	MILLARD SOUTH HIGH SCHOOL	\$200.00
Pinnacle Bank	1103	15979	11/14/2024	MENARDS	\$735.04
Pinnacle Bank	1103	15978	11/14/2024	MATHESON TRI-GAS, INC	\$2,908.93
Pinnacle Bank	1103	15977	11/14/2024	LARSON, BELINDA	\$150.00
Pinnacle Bank	1103	15976	11/14/2024	KIMLE, MICHELLE MS	\$45.25
Pinnacle Bank	1103	15975	11/14/2024	DOMINOS PIZZA - HASTINGS	\$25.22
Pinnacle Bank	1103	15974	11/14/2024	BIG G ACE	\$721.86
Pinnacle Bank	1103	15973	11/14/2024	BIERE, DIANE MS	\$154.06
Pinnacle Bank	1103	15972	11/14/2024	BERNARD-STEVENSON, DAVID A	\$315.00
Pinnacle Bank	1103	15971	11/14/2024	ALLENS B & R #32	\$100.01
Pinnacle Bank	1098	15970	11/11/2024	TUCKER, HANNAH R	\$35.50
Pinnacle Bank	1098	15969	11/11/2024	SOUTH CENTRAL EMS, LLC	\$1,875.00
Pinnacle Bank	1098	15968	11/11/2024	SHIRT SHACK- HASTINGS	\$2,292.85
Pinnacle Bank	1098	15967	11/11/2024	SCHROEDER, JARED	\$116.00
Pinnacle Bank	1098	15966	11/11/2024	SAMUELSON, JAKE	\$116.00
Pinnacle Bank	1098	15965	11/11/2024	REYNOLDS, JEANNE	\$1,071.00
Pinnacle Bank	1098	15964	11/11/2024	RALSTON HIGH SCHOOLS	\$60.00
Pinnacle Bank	1098	15963	11/11/2024	NORDBY, SHAWN	\$520.00
Pinnacle Bank	1098	15962	11/11/2024	NICHOLS, DALLAS	\$486.00
Pinnacle Bank	1098	15961	11/11/2024	NE COACHES ASSN	\$410.00
Pinnacle Bank	1098	15960	11/11/2024	MUSIC THEATRE INTERNATIONAL	\$2,310.00
Pinnacle Bank	1098	15959	11/11/2024	MROCZEK, CHRIS	\$116.00
Pinnacle Bank	1098	15958	11/11/2024	MARTIN, ROSS	\$116.00
Pinnacle Bank	1098	15957	11/11/2024	KLEIN, BENJAMIN W.	\$116.00

Pinnacle Bank	1098	15956	11/11/2024	KLAMM, RICHARD W. JR.	\$570.00
Pinnacle Bank	1098	15955	11/11/2024	KLAMM, LINDA	\$1,083.00
Pinnacle Bank	1098	15954	11/11/2024	JOHNSEN, MOLLY	\$474.00
Pinnacle Bank	1098	15953	11/11/2024	HOLLISTER, SHARON L.	\$429.00
Pinnacle Bank	1098	15952	11/11/2024	HOLLISTER, DOUG	\$810.00
Pinnacle Bank	1098	15951	11/11/2024	HINRICHS, SCOTT	\$147.00
Pinnacle Bank	1098	15950	11/11/2024	GRETNA HIGH SCHOOL	\$125.00
Pinnacle Bank	1098	15949	11/11/2024	GRAND ISLAND SENIOR HIGH	\$75.00
Pinnacle Bank	1098	15948	11/11/2024	GRAND ISLAND CENTRAL CATHOLIC	\$75.00
Pinnacle Bank	1098	15947	11/11/2024	ELECTRONIC CONTRACTING COMPANY	\$1,119.53
Pinnacle Bank	1098	15946	11/11/2024	DWYER, LAURA J HHS	\$507.00
Pinnacle Bank	1098	15945	11/11/2024	DRAKE, LINDSEY	\$432.00
Pinnacle Bank	1098	15944	11/11/2024	CALLAHAN, KAREN N HA	\$68.64
Pinnacle Bank	1098	15943	11/11/2024	BENNINGTON HIGH SCHOOL	\$245.00
Pinnacle Bank	1098	15942	11/11/2024	BECKENHAUER, WILLIAM	\$264.00
Pinnacle Bank	1088	15941	11/1/2024	WILES, BRIAN	\$140.00
Pinnacle Bank	1088	15940	11/1/2024	WALNUT MIDDLE SCHOOL	\$100.00
Pinnacle Bank	1088	15939	11/1/2024	VERTIN, CHANCE	\$90.00
Pinnacle Bank	1088	15938	11/1/2024	TOMASEVICZ, CURTIS	\$140.00
Pinnacle Bank	1088	15937	11/1/2024	SYNEK, TUCKER	\$30.00
Pinnacle Bank	1088	15936	11/1/2024	STEINHAUER, MEGAN G HHS	\$115.38
Pinnacle Bank	1088	15935	11/1/2024	SOS PORTABLE TOILETS	\$575.00
Pinnacle Bank	1088	15934	11/1/2024	SKOLAUT, BLAKE	\$130.00
Pinnacle Bank	1088	15933	11/1/2024	SIDLO, ELLIOTT	\$60.00
Pinnacle Bank	1088	15932	11/1/2024	SCHULTE, VERN	\$140.00
Pinnacle Bank	1088	15931	11/1/2024	SCHNEIDER, ELI	\$120.00
Pinnacle Bank	1088	15930	11/1/2024	SAWICKI, BRAYDEN	\$30.00
Pinnacle Bank	1088	15929	11/1/2024	RUTT, ADAM	\$30.00
Pinnacle Bank	1088	15928	11/1/2024	PFEIL, CHRISTINA MS	\$27.00
Pinnacle Bank	1088	15927	11/1/2024	PEPSI OF HASTINGS -	\$356.50
Pinnacle Bank	1088	15926	11/1/2024	PENNINGTON, DREW J	\$30.00

Pinnacle Bank	1088	15925	11/1/2024	PAPILLION LAVISTA SOUTH	\$90.00
Pinnacle Bank	1088	15924	11/1/2024	NSAA	\$167.75
Pinnacle Bank	1088	15923	11/1/2024	NEBRASKA MUSIC EDUCATORS ASSN.	\$250.00
Pinnacle Bank	1088	15922	11/1/2024	MONTAGUE, JULIE	\$338.00
Pinnacle Bank	1088	15921	11/1/2024	MENARDS	\$8,379.51
Pinnacle Bank	1088	15920	11/1/2024	LINDBLAD, BRENT	\$130.00
Pinnacle Bank	1088	15919	11/1/2024	LINDBLAD, BRAD	\$195.00
Pinnacle Bank	1088	15918	11/1/2024	LAUX, GABRIELLE	\$260.00
Pinnacle Bank	1088	15917	11/1/2024	LANHAM, TODD	\$140.00
Pinnacle Bank	1088	15916	11/1/2024	KIMLE, MICHELLE MS	\$118.59
Pinnacle Bank	1088	15915	11/1/2024	KILE, GENA	\$390.00
Pinnacle Bank	1088	15914	11/1/2024	KILE JR., LEROY L.	\$130.00
Pinnacle Bank	1088	15913	11/1/2024	JIMENEZ, CARLOS	\$60.00
Pinnacle Bank	1088	15912	11/1/2024	HENLEY, WILLIAM	\$28.34
Pinnacle Bank	1088	15911	11/1/2024	HASTINGS CATHOLIC SCHOOLS	\$120.00
Pinnacle Bank	1088	15910	11/1/2024	GRAND ISLAND SENIOR HIGH	\$75.00
Pinnacle Bank	1088	15909	11/1/2024	FUNKEY, MAX	\$150.00
Pinnacle Bank	1088	15908	11/1/2024	FARIS, MONTGOMERY	\$30.00
Pinnacle Bank	1088	15907	11/1/2024	ENGBERG, SCOTT	\$325.00
Pinnacle Bank	1088	15906	11/1/2024	EILEENS COLOSSAL COOKIES, INC.	\$8.00
Pinnacle Bank	1088	15905	11/1/2024	DUANG, RVEI	\$120.00
Pinnacle Bank	1088	15904	11/1/2024	DREWS, AARON	\$140.00
Pinnacle Bank	1088	15903	11/1/2024	CORNHUSKER PRESS	\$149.18
Pinnacle Bank	1088	15902	11/1/2024	COMPETITIVE EDGE	\$272.00
Pinnacle Bank	1088	15901	11/1/2024	BREI, CAMERON	\$65.00
Pinnacle Bank	1088	15900	11/1/2024	BORRELL, RECE	\$90.00
Pinnacle Bank	1088	15899	11/1/2024	BIG G ACE	\$8.38
Pinnacle Bank	1088	15898	11/1/2024	BARWICK, CORI	\$55.89
Pinnacle Bank	1088	15897	11/1/2024	ALLENS B & R #32	\$37.88
Pinnacle Bank	1082	15896	10/29/2024	POSITIVE PROMOTIONS	\$205.80
Pinnacle Bank	1082	15895	10/29/2024	OMAHA SYMPHONY	\$300.00

Pinnacle Bank	1082	15894	10/29/2024	HELGOTHS PUMPKIN PATCH, LLC	\$234.00
Pinnacle Bank	1082	15893	10/29/2024	BIG G ACE	\$482.50
Pinnacle Bank	1082	15892	10/29/2024	BERTRAND, MCKENZIE LI	\$24.36
Pinnacle Bank	1078	15891	10/25/2024	ZABEL, BRODY	\$140.00
Pinnacle Bank	1078	15890	10/25/2024	YANDAS MUSIC	\$1,984.00
Pinnacle Bank	1078	15889	10/25/2024	WYHE'S CHOICE FUNDRAISING	\$600.00
Pinnacle Bank	1078	15888	10/25/2024	WYATT, TOBIN	\$140.00
Pinnacle Bank	1078	15887	10/25/2024	WOEPEL, ED	\$140.00
Pinnacle Bank	1078	15886	10/25/2024	WILTFONG, CARSON	\$140.00
Pinnacle Bank	1078	15885	10/25/2024	WALTERS, EDDIE	\$180.00
Pinnacle Bank	1078	15884	10/25/2024	WAHOO HIGH SCHOOL	\$250.00
Pinnacle Bank	1078	15883	10/25/2024	WAGNER, JONATHON	\$180.00
Pinnacle Bank	1078	15882	10/25/2024	W.G. PAULEY LUMBER COMPANY	\$2,927.17
Pinnacle Bank	1078	15881	10/25/2024	VARSITY SPIRIT FASHIONS	\$66.95
Pinnacle Bank	1078	15880	10/25/2024	TEXAS ROADHOUSE	\$2,485.00
Pinnacle Bank	1078	15879	10/25/2024	STUHR, MICHAELA	\$180.00
Pinnacle Bank	1078	15878	10/25/2024	SKOLAUT, BLAKE	\$130.00
Pinnacle Bank	1078	15877	10/25/2024	SHOEMAKER, EDWIN CHARLES	\$32.53
Pinnacle Bank	1078	15876	10/25/2024	SCHARDT, RUBY	\$93.49
Pinnacle Bank	1078	15875	10/25/2024	RUSS'S IGA	\$412.85
Pinnacle Bank	1078	15874	10/25/2024	QUIZNOS SUB	\$192.00
Pinnacle Bank	1078	15873	10/25/2024	QUALITY SOUND & COMMUNICATIONS	\$1,753.00
Pinnacle Bank	1078	15872	10/25/2024	PROROK, HEATHER	\$196.00
Pinnacle Bank	1078	15871	10/25/2024	MORRIS, GREG	\$130.00
Pinnacle Bank	1078	15870	10/25/2024	MATHESON TRI-GAS, INC	\$968.95
Pinnacle Bank	1078	15869	10/25/2024	MANDL, ANTHONY	\$140.00
Pinnacle Bank	1078	15868	10/25/2024	LUNCHTIME SOLUTIONS, INC	\$395.74
Pinnacle Bank	1078	15867	10/25/2024	LINDBLAD, BRAD	\$130.00
Pinnacle Bank	1078	15866	10/25/2024	KASPER, PATRICIA	\$180.00
Pinnacle Bank	1078	15865	10/25/2024	KARNES CITY WIDE RENTALS	\$500.00
Pinnacle Bank	1078	15864	10/25/2024	JOE, LARRY	\$225.00

Pinnacle Bank	1078	15863	10/25/2024	HATCH, GABRIELLA	\$96.00
Pinnacle Bank	1078	15862	10/25/2024	HASTINGS COLLEGE	\$240.00
Pinnacle Bank	1078	15861	10/25/2024	GRETNA HIGH SCHOOL	\$300.00
Pinnacle Bank	1078	15860	10/25/2024	GRADUATION SOURCE	\$2,308.98
Pinnacle Bank	1078	15859	10/25/2024	GOLTER, CHASE	\$195.00
Pinnacle Bank	1078	15858	10/25/2024	GLUNZ, DAWNELL	\$180.00
Pinnacle Bank	1078	15857	10/25/2024	ENGBERG, SCOTT	\$195.00
Pinnacle Bank	1078	15856	10/25/2024	DUFF, JEREMY	\$65.00
Pinnacle Bank	1078	15855	10/25/2024	DOUGLAS, ELLE	\$96.00
Pinnacle Bank	1078	15854	10/25/2024	DECA, INC.	\$3,871.00
Pinnacle Bank	1078	15853	10/25/2024	CUSTOM SPORTS	\$600.00
Pinnacle Bank	1078	15852	10/25/2024	CHRISTENSEN, ZACHARY	\$65.00
Pinnacle Bank	1078	15851	10/25/2024	BSN SPORTS, INC.	\$305.94
Pinnacle Bank	1078	15850	10/25/2024	BRENNFOERDER, ZACHARY	\$65.00
Pinnacle Bank	1078	15849	10/25/2024	BORG, MEGAN	\$180.00
Pinnacle Bank	1078	15848	10/25/2024	BIG G ACE	\$530.27
Pinnacle Bank	1078	15847	10/25/2024	BEYKE SIGNS	\$85.00
Pinnacle Bank	1078	15846	10/25/2024	BERNARD-STEVENSON, DAVID A	\$140.00
Pinnacle Bank	1078	15845	10/25/2024	ARMENTA, DANIELLE	\$95.75
Pinnacle Bank	1066	15844	10/22/2024	SOUTH CENTRAL EMS, LLC	\$2,461.88
				VOUCHERS TOTAL	\$72,787.16
		ACH	11/14/2024	US BANK	\$20,462.62
		ACH	10/25/2024	AMAZON	\$5,520.69
				TOTAL ACH	\$25,983.31
				TOTAL EXPENDITURES	\$98,770.47

GOOD NEWS
Board of Education Meeting – November 2024

1. The **VSP Eyes of Hope program** provided exams and glasses for 39 HPS Elementary students. Students who otherwise would not have access to vision services were able to leave the event with glasses. A letter from VSP about this fantastic event is included.
2. Congratulations to the **HHS Boys Cross Country Team** bringing home the Class B State Runner-up trophy!! **Austin Carrera** was the individual Class B State Runner-up
3. The **HHS Tigers Unified Bowling Team** was EMC Champion. Congratulations!!
4. Alcott Principal, **Charla Brant**, recently earned her doctorate from UNL where she was chosen as this year's recipient of the University of Nebraska at Lincoln's Educational Administration Inspiration Award. The Educational Administration department at UNL presents the Inspiration Award annually to an EDAD student for academic contributions, intellectual curiosity, and scholarly achievements that inspire students, staff, and faculty.
Congratulations Dr. Brant!
5. Congratulations to **HHS Tiger Softball** Players for earning All-State Honors.
Lincoln Journal Star
Super-State 2nd Team & Class B 1st Team: **Grayce Beck**
Class B 1st Team: **Ella Tinsman** and **Brooke Ochsner**

Omaha World Herald
All-Nebraska 2nd Team & Class All-State: **Grayce Beck, Brooke Oschner, and Ella Tinsman**
Class B All-State: **McKenzie Nollette**

Hi Dr. Garwood,

On behalf of my team, VSP, and myself, THANK YOU for allowing us to partner with Hastings Public Schools!

Because of our partnership we were able to provide exams to over ***THIRTY*** patients over the course of the event. We had 13 glasses sent to our lab, with two exam only patients, and making 23 pairs of glasses on the mobile clinic, seeing a total of 38 patients. On top of the gift certificate we provided, together we served 39 patients in Hastings, NE.

As you probably noticed from the exams, some of these patients really needed glasses. We are so grateful to have the opportunity to team up as one and support those in your community that need help. On a personal note, your staff was incredibly professional, caring, and very flexible throughout the event making them a pleasure to work with, please pass along our appreciation to those not on this email as well.

We certainly look forward to another successful event next year in 2025, and hope we can secure more doctors to scale for a larger event. I will follow up with a tracking number for the glasses coming from the lab on a separate email, as well as provide the update on the missing referral forms.

By all means please don't hesitate to contact me should you need anything else in the meantime.

Thank you!

Clark Jorgensen, MBA, PMP

Mobile Clinics Operations Manager | Charity Care





EXECUTIVE RECRUITMENT AND DEVELOPMENT

Superintendent

Search Services Proposal for

Hastings Public Schools

Hastings, Nebraska

October 2024



Phone: 888-375-4814
Email: mail@macnjake.com
Website: www.macnjake.com





MCPHERSON *MJ* JACOBSON, LLC

EXECUTIVE RECRUITMENT & DEVELOPMENT

11725 ARBOR STREET, SUITE 220 ♦ OMAHA, NEBRASKA 68144 ♦ 402-991-7031/888-375-4814
FAX: 402-991-7168 ♦ EMAIL: MAIL@MACNJAKE.COM ♦ WEBSITE: WWW.MACNJAKE.COM

October 28, 2024

Board of Education
Hastings Public Schools
1515 W. 8th Street
Hastings, Nebraska 68901

Thank you for allowing us to submit a proposal. The enclosed proposal describes the professional services McPherson & Jacobson, L.L.C. will provide Hastings Public Schools in ensuring your superintendent search secures quality leadership for the district.

As a nationally recognized leader in superintendent searches, McPherson & Jacobson will work with the board to design a search that meets the unique needs of your school district. Our firm's protocol allows the board to concentrate on the most important segments: the interview and selection of the successful candidate.

At the core of our firm's work is the belief that every student is entitled to high quality education and that this is dependent upon quality leadership. We understand that students have diverse needs, thus, we focus on the intentional recruitment of a diverse candidate pool that includes ethnic and cultural identity as well as experience in culturally proficient practices that have proven successful in addressing educational equity gaps.

McPherson & Jacobson has been conducting searches for boards of education since 1991. Our consultants will ensure your search results in quality leadership for your district.

We welcome the opportunity to meet with your board to present our proposal and discuss our proven search process.

Sincerely,

Dr. Norm Ridder

Owner, McPherson & Jacobson L.L.C.

TABLE OF CONTENTS

<i>Executive Summary</i>	3
<i>About McPherson & Jacobson</i>	4
<i>The McPherson & Jacobson Difference</i>	4
<i>Qualifications and Background of McPherson & Jacobson, L.L.C.</i>	4
<i>McPherson & Jacobson, L.L.C. Non-Discrimination Policy</i>	5
<i>Applicant Diversity</i>	6
<i>Search Process</i>	7
<i>Five Phases of a Superintendent Search</i>	7
<i>Timeline</i>	14
<i>Responsibilities of Hastings Public Schools and McPherson & Jacobson, L.L.C.</i>	15
<i>Stakeholder Involvement</i>	18
<i>Consultants for Search</i>	20
<i>Cost Proposal for Hastings Public Schools</i>	23
<i>Investment for the Search</i>	23
<i>Additional Services Available</i>	24
<i>McPherson & Jacobson Guarantees</i>	26
<i>Client Satisfaction</i>	26
<i>Price Match</i>	26
<i>Recruiting the Selected Candidate</i>	26
<i>Additional Information</i>	27
<i>McPherson & Jacobson, L.L.C. Nebraska Consultants</i>	27
<i>Nebraska Searches Conducted by McPherson & Jacobson, L.L.C.</i>	28
<i>What Board Members Say About the Services of McPherson & Jacobson, L.L.C.</i>	33

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Executive Summary

McPherson & Jacobson L.L.C. provides a comprehensive search process. Below are some of the highlights of our process:

- Our process is comprehensive and provides critical support for the most time-consuming aspects of recruiting and screening the candidates, so the board can focus on interviewing and selection.
- Our team of consultants, working in conjunction with the board and diverse stakeholder groups you identify, will implement a systematic, comprehensive process culminating in the hiring of the most qualified candidate for your district.
- We take the entire board through a consensus decision-making process to identify the top criteria for the selection of the new superintendent.
- Transparency is a hallmark of our protocol. Stakeholder participation emphasizes the transparency of our process. We meet with groups to ensure broad-based stakeholder input in the selection process. In addition, we provide an online survey to reach out to anyone who cannot attend a stakeholder meeting. The consultants will present a comprehensive written report to the board, which includes all of the comments recorded during the input sessions.
- McPherson & Jacobson's consultants actively recruit candidates that meet the selection criteria. If desired, we will recruit non-traditional candidates.
- Applicant confidentiality is important to attract top candidates. Names remain confidential until the board selects their finalists.
- The consultants will read all of the completed files submitted by applicants and evaluate them against the selection criteria.
- The consultants will conduct reference checks until they have complete knowledge of the applicant's strengths and weaknesses. The consultants will pre-interview applicants to be submitted on the shortlist. In-depth background checks (criminal, financial, and educational degree verification) are conducted on the candidates selected by the board to be interviewed.
- We will continue to work with your school district until a superintendent is hired and in place.
- Phase V provides a continued commitment to work with your board and new superintendent for one year. We will help you collaboratively establish annual performance objectives for the new superintendent's first year. Evidence from previous searches shows this phase to be very positive as it fosters a good transition.
- We are so confident of our ability to identify the district's criteria, recruit, and screen applicants against those criteria, and assist during the transition period, that we guarantee our service.

Our mission is to ensure your search results in quality leadership for education excellence.

About McPherson & Jacobson

The McPherson & Jacobson Difference

“Your students, staff, and community deserve the best.”

- *WE BELIEVE every student is entitled to a high-quality education. We strongly believe quality education is dependent upon quality leadership.*
- *OUR MISSION is to ensure your search results in quality leadership for education excellence.*

McPherson & Jacobson has developed a protocol that provides for high involvement of stakeholders, while keeping the board in complete control of the process.

One of the hallmarks of McPherson & Jacobson, L.L.C. is the belief that the search for a public executive should be conducted with as much transparency as possible. We have designed a process, which keeps the board in complete control of the search, while inviting various stakeholder groups to provide input and become meaningfully involved in the process.

At the core of our firm’s work is the belief that every student is entitled to high quality education and that this is dependent upon quality leadership. We understand that students have diverse needs, thus, we focus on the intentional recruitment of a diverse candidate pool that includes ethnic and cultural identity as well as experience in culturally proficient practices that have proven successful in addressing educational equity gaps. This unique approach is made possible through the diverse and extensive network of our consultants who have various levels of expertise in the school system from superintendents to school board members to educational equity experts. We believe this has contributed to our successful placement of qualified candidates around the state and nation who have met extensive equity focused criteria and continue to make an impact in the districts they serve.

Qualifications and Background of McPherson & Jacobson, L.L.C.

- **Leading National Search Firm**

McPherson & Jacobson, L.L.C. has been conducting national searches for governing boards since 1991. The firm has placed **over 1,000 superintendents** and other officials in public and non-profit organizations across the United

States. **McPherson & Jacobson is one of the leading national superintendent search firms.**

- **Nationwide Network of Experienced Consultants**

McPherson & Jacobson has **over 120 consultants** across the nation. **One third** of McPherson & Jacobson consultants are minorities or female. Our diverse group of consultants has extensive backgrounds in education and public service including current and former superintendents, assistant superintendents, university professors, and school board members. **Almost seventy percent** have a doctorate degree. Their diversity and expertise ensure your search results in quality leadership for education excellence.

- **Sustainability in Leadership**

Waters and Marzano review of 3.4 million students' achievement scores found that Superintendents' tenure is positively correlated with student achievement.

Organizations using the McPherson & Jacobson protocol have enjoyed sustainability of leadership. Over the last five years, **almost eighty percent** of administrators are in the position for which they were hired. **Almost sixty percent** of administrators are still in the position for which they were hired within the past ten years. **Over forty percent** of the administrators selected by governing boards within the past 15 years continue in the position for which they were hired.

McPherson & Jacobson, L.L.C. Non-Discrimination Policy

McPherson & Jacobson, L.L.C. is dedicated to serving school districts by supporting all candidates regardless of cultural and ethnic diversity.

As an organization, we are committed to equitable practices that will ensure equal access for all candidates. This commitment means that success will not be predicted nor predetermined by race, ethnicity, socioeconomic status, cognitive/physical ability, language, marital status, gender, sexual orientation, gender identity, disability, or religion.

Every decision McPherson & Jacobson, L.L.C. makes will be committed to the following foundational beliefs:

1. Consultants share the moral imperative and collective ownership to identify and eliminate disparities to ensure all candidates have an equal opportunity regardless of their race, ethnicity, socioeconomic status, cognitive/physical ability, language, marital status, gender, sexual orientation, gender identity, disability, or religion;
2. Eliminate barriers in recruitment, hiring, retention, and internal processes;

3. Utilize culturally relevant practices that do not discriminate based upon language, marital status, gender, sexual orientation, gender identity, cognitive/physical ability, or religion;
4. Promote catalytic leadership for educational and community partners;
5. Support the continuing development of all personnel with a focus on their mindset, beliefs, knowledge, and skills, including an understanding of implicit bias and racial identity;
6. Incorporate the voices, cultures, and perspectives of diverse students, families, and communities into decision making to create a sense of belonging for all;
7. Support and comply with State and District policies.

Applicant Diversity

While McPherson & Jacobson does not represent candidates, we keep a data bank of quality candidates. Once a board identifies the characteristics it desires in its new superintendent, the consultants from McPherson & Jacobson, L.L.C. will identify and aggressively recruit, on a national level, candidates who match the board's identified criteria.

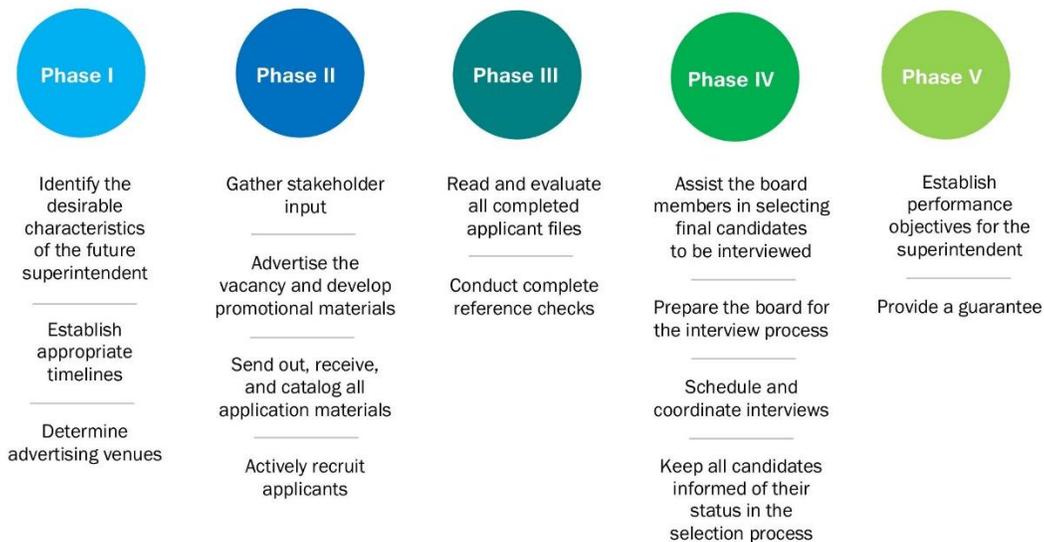
We use our nationwide consultant network to track the careers of successful administrators. We also work closely with universities, colleges, and professional organizations that represent and promote minority and female applicants.

For the past five years, approximately **one-third** of our applicants have been female and almost **one-fourth** of our applicants have been ethnically diverse.

In the past ten years, **one-third** of the boards we have represented have placed women or ethnically diverse candidates.

Search Process

Five Phases of a Superintendent Search



Phase I—Initiating the Search Process

- **Using a group process with the board, identify the most important characteristics of the future superintendent.**

The consultants will assist the board in identifying the most important characteristics the board would like the new superintendent to possess. These characteristics will be used as a template for recruiting and selecting candidates.

- **Establish appropriate timelines and target dates for the selection process.**

The consultants will prepare a proposed calendar for the search process. Dates for advertising the announcement of vacancy, closing date, dates for interviewing, a target date for selecting the new superintendent, and a date for the new superintendent to begin will be determined.

- **Determine, with the board, appropriate advertising venues.**

The consultants will assist the board in determining the scope of the search. Appropriate media venues (professional journals, trade papers, newspapers, and websites) and associated costs will be presented for consideration.

- **Identify appropriate stakeholder groups.**

The board will identify the various stakeholder groups that they want McPherson & Jacobson’s consultants to meet with to solicit input into the process.

- **Assist the board in determining compensation parameters.**

In order to recruit and select top candidates, compensation packages need to be competitive. Our consultants will present data indicating what districts in the same geographic region and similar size are paying superintendents. Whenever possible, they will also present compensation information for districts that recently hired a superintendent. This information is provided for the board’s consideration of compensation parameters.

Final compensation decisions will be determined by the board and the selected candidate.

- **Identify the point of contact for the district.**

The board will identify an appropriate staff person to work with the consultants to coordinate the logistics of the search. This includes tasks such as assisting with information for the promotional brochure and coordinating details for stakeholder input and other meetings within the district.

Phase II—Stakeholder Input, Advertising the Position, Recruiting Applicants

- **Work with the district to schedule the stakeholder input meetings.**

The consultants will work with the district’s point of contact to determine the stakeholder input schedule and coordinate notifying the stakeholders about the meetings.

- **Meet with groups identified by the board to provide stakeholder input into the selection process.**

The consultants will meet with the stakeholder groups identified by the board and solicit their input into the selection process. Each group is asked to identify the strengths of the school district and community, the issues facing the new superintendent, and the characteristics they would like to see the new superintendent possess.

The board chooses which groups it would like the consultants to meet with, but the most common groups include central office administrators, building administrators, teachers, classified staff, students, and community and business groups. The consultants will assist the board in choosing which groups it wishes to include.

For any unable to attend a stakeholder meeting, we provide an online version of the questions we ask the groups. At the request of the district, the survey can be available in multiple languages.

The results of the stakeholder meetings and online stakeholder input are summarized by the consultants and presented to the board.

- **Develop promotional literature and brochures announcing the vacancy (optional—there is an additional fee for a full-color brochure).**

In order to attract quality applicants, it is important to promote your school system and community. With on-site assistance from the district, the consultants will assist in preparing an announcement of vacancy that highlights the strengths of your school system and community. Our graphic artist will prepare a professional color brochure that highlights the school district and community, including the board's selection criteria, the board members, and the application procedures and timelines.

- **Prepare and place announcement of vacancy.**

McPherson & Jacobson's staff will prepare and place the announcement of vacancy. It will be sent to the state school board and administrator associations, as well as media venues selected by the board. Additionally, McPherson & Jacobson maintains an interactive website (www.macnjake.com) that allows applicants to access all the application materials and apply online. The website averages over 225,000 hits per month.

- **Develop an application unique to your vacancy that reflects the selection criteria determined by the board.**

McPherson & Jacobson's staff will create an application form requiring applicants to describe their strengths and experiences relating to each criterion identified by the board. This will be one of the preliminary screening devices used by the consultants when assessing potential candidates.

- **Post application information and notify interested applicants.**

McPherson & Jacobson's staff contacts potential applicants and manages all the application materials using our online application software. Our office staff handles this task without assistance from your district.

- **Actively recruit applicants who meet the district's needs.**

While McPherson & Jacobson does not represent candidates, we actively maintain a data bank of quality candidates. Once the board has chosen its selection criteria, we will send the information to all of our consultants across the United States, asking them to nominate candidates who would be a good match. We will encourage those candidates to apply. Some of the best candidates may not be actively seeking another position and will need to be recruited.

McPherson & Jacobson stays current with trends in educational leadership by being an active participant and presenter at national and state education conferences. We participate in Job Central at the American Association of School Administrators conference, the National School Boards Association annual conference, and others such as the AASA Women's Leadership Conference.

- **Confidentiality of Applicants**

McPherson & Jacobson proposes an open process for the search. We believe public business should be done in public with transparency. We also understand the need for applicants' confidentiality. Our process keeps the names of all applicants confidential until they are named a finalist for the position, at which time the names of the finalists are made public.

If the board believes that the names of the finalists should be kept confidential until they make their selection, we can do that. This is your search, and we will adapt our process to fit your unique needs.

- **Keep all applicants informed of their status in the selection process.**

During the application process, McPherson & Jacobson's staff monitors applicants and notifies them of what is still needed to complete the process.

- **Communicate with all Board Members in a timely manner.**

The consultants will communicate with all board members keeping them informed of the status of the search throughout the process.

Phase III—Applicant Screening

- **Evaluate each applicant against the selection criteria.**

The consultants will read and evaluate all of the completed files submitted by applicants. They will read the application form and all of the additional materials in each applicant file and begin reviewing against the selection criteria.

- **Conduct reference checks.**

We understand that applicants do not submit references who will not speak highly of them. We begin with the references given and ask them a list of questions relevant to the selection criteria. After asking those questions, we ask each reference to give us the names of other people who can speak of the applicant's qualifications. We then call those individuals and ask them the same set of questions, including asking them to give us the names of other people who can speak of the applicant's qualifications. We go a minimum of three people removed from the primary references. What we are looking for is consistency of answers that will verify the applicant's strengths and weaknesses.

In addition to contacting references, the consultants conduct an extensive Internet search of the applicants.

- **Pre-Interview and Video of Shortlist Applicants.**

The consultants will pre-interview applicants to be submitted on the shortlist. We will have these applicants submit a video which the consultants can share with the board.

- **Assist the board in developing a set of interview questions that reflect the identified selection criteria and characteristics.**

The consultants will present an extensive list of potential interview questions that reflect the selection criteria and characteristics desired by the board. The board members choose interview questions that reflect their criteria and priorities.

If the board chooses to conduct two rounds of interviews, the consultants will assist in developing interview questions for both rounds of interviews.

Phase IV—Reviewing Candidates with the Board, Interviews

- **Review candidates with the board and assist board members in determining which candidates they will interview.**

The consultants will provide a complete list of applicants who completed the application process to the board for its review. We do not eliminate any applicants; however, a short list will be submitted of those applicants who we found most closely met the district’s criteria. The consultants will present a reference profile demonstrating the consistent feedback for each short list applicant.

Upon reviewing the recommendations, the consultants will assist the board members in identifying which applicants they wish to consider as candidates for interviews.

- **Conduct background checks.**

Included in the expenses are a criminal/financial/degree verification background checks for the candidates selected to be interviewed.

- **Assist the board in determining interview procedures.**

After the board selects their final candidates to interview, the names of these candidates will be made public upon confirming the interviews (if the board chooses to release the names). During the interview process, the stakeholder groups will have an opportunity to meet the individual candidates.

If the board chooses to conduct semi-finalist interviews, the candidates will only meet with the board. The names of the semi-finalist candidates will remain confidential (in states where an executive session is allowed), and stakeholders will not meet the semi-finalists. The finalist interviews will be conducted as described in the paragraph above.

- **Coordinate interview and visitation procedures.**

If the board chooses, McPherson & Jacobson will schedule semi-finalist interviews. Semi-finalist interviews are typically conducted with the board only. After the semi-finalist interviews, the board will select their finalists.

If the board chooses to involve stakeholder groups in the interview process, the consultants will assist in establishing the finalist interview schedule that includes district staff, students, and community groups. A typical interview day will include a tour of the district and community, meeting with stakeholder groups, and a formal interview with the board.

- **Assist the groups identified by the board in planning for meeting each candidate and providing feedback to the board.**

If the board chooses to involve stakeholder groups in the interview process, representatives will be selected from the stakeholder groups identified by the board. The purpose of these groups is two-fold: 1) to promote the school district and community to the candidate; and 2) to form an impression of each candidate, which they will share with the board. The board will identify chairpersons for each stakeholder group. The consultants will meet with the chairpersons to discuss their roles and responsibilities. The consultants will also provide the chairpersons with a form to record the group's consensus impressions of each candidate's strengths and any concerns or questions the group may have. Each form will be sealed in an envelope and turned in to the district contact person.

- **Coordinate visitation procedures for the candidate's spouse/significant other.**

We encourage boards to invite spouse/significant others to attend the interview day. The consultants will coordinate, with the point of contact, a portion of the interview day for the spouse/significant other to have an expanded visitation of the community. Tours typically include available housing, medical facilities, churches, recreational opportunities, and areas of interest unique to your community.

- **Assist the board in making final arrangements for each candidate's visit.**

It is common practice for the district to pay interview expenses for the candidates and their spouse/significant others. To ensure that expenses stay within established guidelines, the consultants will assist the point of contact in making lodging and travel arrangements for each candidate.

- **Contact all finalists and schedule their interview dates.**

The consultants will contact the final candidates, notifying them they are finalists for the position and scheduling their interview dates. The consultants will be the contact for answering any questions and coordinating the candidates' visits to the district.

- **Notify all applicants not selected for an interview.**

Once the board has selected its final candidates, all other applicants will receive, on behalf of the board, a personalized notification thanking them for taking the time to complete the application materials and notifying them that they are not a finalist.

- **Personally contact each finalist who was not offered the position.**

Once a contract has been offered by the board and accepted, the consultants will call each of the other final candidates and thank them on behalf of the board for interviewing for the position. *These candidates are not notified until an offer has been accepted.* If by chance you lose your top candidate, we want to keep viable candidates available.

Phase V—Transition with Success

- **Establish performance objectives for new superintendent.**

Working with the board and new superintendent, the consultant will assist in establishing two or three performance objectives the board wants the superintendent to focus on during the first year. These objectives are beyond the day-to-day school district operations.

Once the performance objectives have been identified, board members will be asked what they will accept as evidence of progress towards the accomplishment of the identified objectives.

The superintendent will take the information generated from this session and develop an action plan for achieving the performance objectives.

- **Provide a guarantee.**

If the board chooses to use our complete service, we will guarantee our process for **two (2) years**. If the person selected leaves the position, **FOR WHATEVER REASON**, within the guarantee period, we will repeat the process at no charge except actual expenses.

We are convinced that our process of identifying your most important selection criteria, meaningfully involving stakeholders, screening candidates against the criteria, and working with you during the critical first year, will ensure your search results in quality leadership for education excellence.

Timeline

The timeline for the search process is established when we meet with the board, so we can address the unique needs of the district. However, the time from our first meeting with the board until the finalist is selected is typically a minimum of two to three months.

Search sequence:

- At the beginning of the search
 - The qualities for the new superintendent are identified
 - A formal timeline is established
 - Advertising decisions are made
 - Application information is posted
 - Promotional materials are created to advertise the district and the vacancy
- At the time designated by the board
 - Stakeholder group meetings are held, and online stakeholder input is gathered
 - A summary of stakeholder input is presented to the board
- As applications arrive in our office
 - Applications are monitored and applicants are notified of the deadlines to submit their materials
- After the closing date
 - All the completed applicant files are forwarded to the consultants
 - The consultants begin the review and pre-interview process
- Approximately two to four weeks after the closing date
 - Consultants provide information to the board on all applicants who completed the process
 - Consultants present summary profiles and video interviews of qualified candidates to the board
 - The board selects the candidates it wants to interview
 - Criminal/financial/degree verification background checks are conducted on the candidates selected to be interviewed
 - McPherson & Jacobson notifies each applicant not selected for an interview
- Soon after the board selects their candidates
 - Semi-finalist interviews are conducted (if chosen by the board)
 - The board interviews its final candidates
 - The board selects their new superintendent
 - McPherson & Jacobson's consultants contact each candidate who was interviewed to notify them of their status

Responsibilities of Hastings Public Schools and McPherson & Jacobson, L.L.C.

Event	McPherson & Jacobson's Tasks	School District's Tasks
1 st board meeting	<ul style="list-style-type: none"> <input type="checkbox"/> The consultant guides the board in determining the following items <ul style="list-style-type: none"> o Characteristics for the new superintendent o The search calendar o Compensation parameters o Identify the appropriate constituent groups for stakeholder input o Advertising venues <input type="checkbox"/> The consultant works with the Point of Contact to compile: <ul style="list-style-type: none"> o Information to create the brochure announcing the vacancy (optional) o The list of names to be invited to the community input meetings 	<ul style="list-style-type: none"> <input type="checkbox"/> Provides consultant with the necessary information to create the brochure (optional); the name of the Point of Contact; and the Board Contact List <input type="checkbox"/> Reviews and approves the brochure
After 1 st meeting	<ul style="list-style-type: none"> <input type="checkbox"/> Application link is posted online <input type="checkbox"/> Brochure announcing the vacancy is created (add-on item) <input type="checkbox"/> Advertising is started <input type="checkbox"/> Vacancy announcements are sent out <input type="checkbox"/> E-mails are sent to applicants registered with McPherson & Jacobson notifying them about the opening <input type="checkbox"/> E-mails are sent to consultants regarding the opening, requesting they invite candidates to apply for the position <input type="checkbox"/> Opening is posted on social media and additional venues 	<ul style="list-style-type: none"> <input type="checkbox"/> Edit the brochure (if district chooses to have a brochure created)
During application period	<ul style="list-style-type: none"> <input type="checkbox"/> Consultants recruit candidates that fit the position <input type="checkbox"/> Monitors applicants and where they are in the application process <input type="checkbox"/> Notifies applicants of the closing date for submitting their materials <input type="checkbox"/> Lead consultant keeps the board up to date on the search 	<ul style="list-style-type: none"> <input type="checkbox"/> Posts a link to the McPherson & Jacobson website <input type="checkbox"/> Posts the brochure (announcement of vacancy) on their website (if chosen) <input type="checkbox"/> Advertises the opening on the district's social media platforms

Event	McPherson & Jacobson's Tasks	School District's Tasks
Stakeholder meetings are scheduled	<ul style="list-style-type: none"> <input type="checkbox"/> Home Office sends out invitations to the community stakeholder meeting(s) after receiving the information from the consultant and the district 	<ul style="list-style-type: none"> <input type="checkbox"/> Assists in organizing stakeholder focus groups and meeting schedule <input type="checkbox"/> Names and addresses are sent to Home Office for community meeting invitations <input type="checkbox"/> Posts meeting dates, times, and locations as open public forum <input type="checkbox"/> Assists in translating stakeholder input survey into the additional language(s) requested by the school district
Stakeholder meetings	<ul style="list-style-type: none"> <input type="checkbox"/> Consultants facilitate the stakeholder meetings, recording the input <input type="checkbox"/> An online stakeholder input survey is created, the link is posted on the McPherson & Jacobson website and also provided to the district to post 	<ul style="list-style-type: none"> <input type="checkbox"/> Link to online stakeholder input form(s) is (are) posted on the school district website
Stakeholder meetings completed	<ul style="list-style-type: none"> <input type="checkbox"/> Consultant summarizes key themes and is sent to Home Office <input type="checkbox"/> The stakeholder input summary report is created 	<ul style="list-style-type: none"> <input type="checkbox"/> "Stakeholder Input Report" is posted on the school district website
2 nd board meeting	<ul style="list-style-type: none"> <input type="checkbox"/> Review stakeholder input summary report and provide copies to the district <input type="checkbox"/> The consultant guides the board in determining the following items <ul style="list-style-type: none"> o Interview questions o Length of contract, moving and interview expenses o Spouse/significant other's involvement in interview process o District Interview Schedule o Candidate Daily Interview Schedule <input type="checkbox"/> Interview questions are sent to Home Office to be formatted 	
Prior to 3 rd board meeting	<ul style="list-style-type: none"> <input type="checkbox"/> Applicant packets are reviewed by the consultants and reference checks are performed <input type="checkbox"/> Contact candidates on short list and verify their interest in the position <input type="checkbox"/> Meet with stakeholder group chairs to review schedule, procedures, and screen questions 	

Event	McPherson & Jacobson's Tasks	School District's Tasks
3 rd board meeting	<ul style="list-style-type: none"> <input type="checkbox"/> The consultant facilitates the board's <ul style="list-style-type: none"> <input type="checkbox"/> Review of the list of all applicants <input type="checkbox"/> Overview of candidates on short list <input type="checkbox"/> Selection of finalists <input type="checkbox"/> Finalizing of interview dates & schedule <input type="checkbox"/> Review of interview questions & procedures <input type="checkbox"/> Finalizing candidate & spouse/significant other arrangements <input type="checkbox"/> Contact finalists and schedule interview dates, review schedule, discuss compensation and contractual issues <input type="checkbox"/> Work with Point of Contact to coordinate interviews (transportation, lodging, interview locations, etc.) <input type="checkbox"/> Send Candidate Daily Interview Schedule to each finalist <input type="checkbox"/> Conduct criminal/financial/educational degree verification checks on finalists selected to be interviewed <input type="checkbox"/> Notify the applicants who were not selected to be interviewed 	<ul style="list-style-type: none"> <input type="checkbox"/> Assist with lodging arrangements and welcome gifts <input type="checkbox"/> Arrange for spouse/significant other tour
Interviews	<ul style="list-style-type: none"> <input type="checkbox"/> Call Point of Contact after 1st interview to learn how it went <input type="checkbox"/> Call 1st candidate to learn their perspective and how the interview went <input type="checkbox"/> Suggest any possible improvements <input type="checkbox"/> Be available for questions <input type="checkbox"/> Be present at interviews if request is made by school district (additional fee for this service) 	<ul style="list-style-type: none"> <input type="checkbox"/> One candidate per day <input type="checkbox"/> Board member greets each candidate upon arrival to district <input type="checkbox"/> Informal interview-social setting <input type="checkbox"/> Formal interview <input type="checkbox"/> Spouse/significant other's visitation is coordinated
Finalist selected and accepted	<ul style="list-style-type: none"> <input type="checkbox"/> Call and make offer to candidate <input type="checkbox"/> Verify acceptance <input type="checkbox"/> Call other finalists <input type="checkbox"/> Sends out letter of congratulations to candidate who was chosen 	<ul style="list-style-type: none"> <input type="checkbox"/> Board meets and discusses each candidate individually <input type="checkbox"/> Read input forms submitted by stakeholder input groups <input type="checkbox"/> Have each board member rank order candidates <input type="checkbox"/> Select minimum of #1 and #2 candidate <input type="checkbox"/> Call and make offer to candidate <input type="checkbox"/> Send interview forms and files to the Home Office <input type="checkbox"/> Board evaluates our services
Phase V	<ul style="list-style-type: none"> <input type="checkbox"/> Facilitate board and superintendent's identification of 2-3 performance objectives and evidence of progress the board will accept <input type="checkbox"/> Consultant reviews superintendent's plan 	<ul style="list-style-type: none"> <input type="checkbox"/> Superintendent creates plan with target objectives and timelines <input type="checkbox"/> Plan is sent to consultant to be reviewed <input type="checkbox"/> Board adopts plan

Stakeholder Involvement

Obtaining stakeholder input is an integral part of McPherson & Jacobson's search process. Since 1991, McPherson & Jacobson has conducted over 1,000 superintendent searches for school districts ranging from 10 to over 300,000 students. For each search, we have coordinated stakeholder input sessions. Besides meeting with stakeholder groups designated by the board, an online input survey is also available for those who cannot attend the meetings. After the meetings have been completed, the board will receive a written report with the findings of the meetings and online input.

Initial stakeholder input sessions

The consultants will meet with groups identified by the board to solicit their input into the selection process. Each group is asked to identify the strengths of the school district and community, the characteristics they would like to see the new superintendent possess, and the issues facing the new superintendent. The results of these meetings are summarized by the consultants and presented to the board. The board chooses which groups it would like the consultants to meet with, but the most common groups include central office administrators, building administrators, teachers, classified staff, students, and community and business groups. The consultants will assist the board in choosing which groups it wishes to include. An online survey option will be provided to stakeholders who are unable to attend the scheduled meetings.

Meeting the candidates

A representative group of eight to twelve people will be selected to represent each of the groups identified by the board. The consultants will meet with a chairperson for each group to discuss their roles and responsibilities. The purposes of these groups are two-fold: one, to promote the school district and community to the candidate; and two, to form an impression of each candidate, which they will share with the board. The consultants will coach each group on how to conduct the meeting with each candidate and what questions they can or cannot ask. The consultants will also provide the chairpersons with a form in which, using group consensus, they will record their impressions of each candidate. The forms will be sealed in an envelope after meeting with each candidate and turned in to the district contact person. Upon completing the interview process with all candidates, the board will receive and open the forms from each group.

Process for Obtaining Staff Input

The consultants will meet with central office administrators, building administrators, teachers, classified staff, and students, to solicit their input into the selection process. Each group is asked to identify the strengths of the school district and community, the

characteristics they would like to see the new superintendent possess, and the issues facing the new superintendent. The results of these meetings are summarized by the consultants and presented to the board.

Our normal protocol is to host meetings for the teachers and classified staff in the afternoon, right after school dismissal, to give the maximum opportunity for the staff to participate. Central office and building administrator meetings are scheduled at multiple locations to maximize the opportunities for their input. Student input sessions are not scheduled during class time, they are normally held during lunch breaks.

Process for Obtaining Parent and Community Input

The consultants will meet with parents and community stakeholders, to solicit their input into the selection process. Each group is asked to identify the strengths of the school district and community, the characteristics they would like to see the new superintendent possess, and the issues facing the new superintendent. The results of these meetings are summarized by the consultants and presented to the board.

Our normal protocol is to host meetings for the parents and community stakeholders in the evenings at multiple locations to allow as many stakeholders as possible to give their input.

Process for Including Ethnically Diverse Communities

McPherson & Jacobson will work with the district to determine the best practices to obtain input from ethnically diverse communities in the district. If in-person meetings are required, McPherson & Jacobson will work with the district to obtain the necessary translators.

At the request of the district, online surveys for multiple languages can be developed and posted.

K12 Insight

McPherson & Jacobson will utilize *K12 Insight* to collect the online input and provide an analysis of the input received. The online input received, analysis, and input received from in-person meetings will be summarized into a report and presented to the board.

Consultants for Search

Dr. Mike Lucas

Omaha, NE 68124

Email: m_lucas@macnjake.com

Phone: 402-366-6491

Educational Background

Ed. D	2007	University of Nebraska-Lincoln	Education Administration
M.A.	1998	Benedictine College	Education Administration
B.A.	1994	Benedictine College	Elementary Education

Professional Experience

Dates		Title	District	Location
2019	to Present	Superintendent	Westside Community Schools	Omaha, NE
2009	to 2019	Superintendent	York Public Schools	York, NE
2007	to Present	Consultant	McPherson & Jacobson, L.L.C	Omaha, NE
2003	to 2009	Superintendent	Franklin Public Schools	Franklin, NE
		Adjunct faculty member	Benedictine College	Atchison, KS
		Adjunct faculty member	University of Nebraska - Kearney	Kearney, NE
		Adjunct faculty member	Concordia University	Seward, NE
2000	to 2003	Principal	West Point Public Schools	West Point, NE
1998	to 2000	Principal	Labette County USD 506	Bartlett, KS
1994	to 1998	Teacher	Ft. Leavenworth USD 207	Ft. Leavenworth, KS

Professional Organization Memberships

Name of Organization

Nebraska Council of School Administrators

Nebraska Association of Secondary School Principals

National Association of Elementary School Principals

Professional Involvements

Organization, Committee, etc.

Central Conference Leadership Committee

Southeast Community College “Career Academy” Advisory Board

Twin Valley Conference Sportsmanship Committee

ESU 11 Advisory Committee Vice-President

NSAA District Track Host

NCSA Bulletin Contributor

On-Line Assessment Leadership Panel

ESU 2 Facilitator for “Principal Sharing Sessions on Curriculum and Assessment

Curriculum Leadership Institute Leader

QPA Site Team Member for Hutchinson, KS Schools

Multiple Intelligence Research Study Group

Community/Service/Fraternal Organizations

Name of Organization

Leadership Consultant for Key Concepts

Leadership Consultant for McPherson & Jacobson, L.L.C.

Presenter for NCSA “Emerging Administrators’ Workshops”

Presenter for NASB Annual Conference

Derrick C. Joel
Hickman, Nebraska 68372
Email: d_joel@macnjake.com
Phone: 308-379-6429

Educational Background

E.d.D	2017	Drake University, Iowa	Ed. Leadership
Specialist	2014	Drake University, Iowa	Superintendent Licensure
M. Ed.	2012	Iowa State University, Iowa	K-12 Ed. Leadership
B.A.	2007	Doane College, Nebraska	Secondary Social Sciences

Professional Experience

Dates		Title	District	Location	Enrollment
2022	to Present	Assistant Superintendent	Norris School District	Firth, NE	
2021	to 2022	Superintendent	Fort Dodge Community Schools	Fort Dodge, IA	
2018	to Present	Consultant	McPherson & Jacobson, L.L.C.	Omaha, NE	
2017	to 2021	Superintendent	Raymond Central Public Schools	Raymond, NE	688
2015	to 2017	High School Principal	North Polk Community School District	Alleman, IA	1,800
2012	to 2015	High School Assistant Principal	Ankeny Community School District	Ankeny, IA	12,000
2009	to 2012	Teacher and Coach	Ankeny Community School District	Ankeny, IA	
2007	to 2009	Teacher and Coach	Tri County Public Schools	DeWitt, NE	

Cost Proposal for Hastings Public Schools

Investment for the Search

The fee for conducting the superintendent search is \$11,900 for Phases I-V.

Estimated Expenses \$4,350

- **Advertising**
 - Thirty (30) days on AASA (American Association of School Administrators)
 - Thirty (30) days on TopSchoolJobs (Ed Week online)
 - Posting on Nebraska Council of School Administrators
 - Posting on Teach in Nebraska
 - *Expenses may increase if additional advertising or alternative advertising venues are chosen.*
- **Stakeholder Meetings**
 - One (1) day of in-person stakeholder meetings
 - Online stakeholder input surveys
 - Final report delivered to the board by email and one hard copy per board member, if requested
 - *If the district requests additional stakeholder input days, there will be an additional fee (negotiated between the district and the consultants) and additional expenses.*
 - *Depending on the languages selected for the surveys, there may be an additional fee charged for translating the results of the survey.*
- **Candidate Reviews/Information**
 - Video interviews of candidates (five (5) video interviews are included in the not to exceed amount)
 - Criminal/financial/degree verification background check for candidates chosen by the board for interviews (four (4) background checks are included in the not to exceed amount)
 - Assist in scheduling an on-site visitation to the finalist's home district (at the district's request).
- **Consultant Travel**
 - Travel expenses for consultants for scheduled trips to the school district (initial meeting with the board, stakeholder meetings, meeting to discuss the stakeholder input, meeting to present candidates to the board).
 - *Consultant travel expenses can be reduced if the district requests online meetings.*
- **Office Expenses**

The total not to exceed amount including expenses is \$16,250.

Interview expenses for the candidates are not included in this amount.

Additional Services Available

- **Attending Candidate Interviews**

If the board requests, McPherson & Jacobson's consultants will attend the candidate interview sessions for an additional fee (negotiated between the district and the consultant) plus expenses.

- **Creating a Brochure for the Vacancy**

If the board requests, McPherson & Jacobson will prepare a full-color two or four-page brochure to advertise the vacancy. The fees are \$500 for a two-page brochure and \$750 for a four-page brochure. The information for the brochure needs to be provided to the firm no later than three weeks prior to the closing date for applications.

- **Personality/Strengths Assessments Option**

If the board requests, personality strength tests can be completed for the candidates.

Birkman International Signature Reports can be obtained for the candidates the district chooses to interview. The estimated fee for this service is \$700 per candidate. The report received will

- Show the traits most expressed by a potential candidate.
- Provide insight into work styles and environmental preferences.
- Help you understand the projects and initiatives a candidate will likely prioritize.

- **Assistance in Hiring the Selected Candidate**

The fee will be based on an hourly negotiated rate.

- Assist the board in revising and updating the superintendent's job description.
- Assist the board in developing an effective contract.
- Provide assistance in negotiating the contract with the finalist.

- **Searches for Other Leadership Positions**

The fee will be based upon services selected.

McPherson & Jacobson can assist the district in filling additional leadership positions in your district (principals, central office, etc.). For these searches, we offer either a full search process, or we can assist the district with selected parts

of the search. Our consultants would be pleased to discuss the options with you. For some districts we have a blanket contract to assist the district with their leadership openings as they occur.

- **Leadership Team Resources**

The fee will be based upon services selected.

In addition to our Phase V, Establishing Superintendent Objectives, we can assist the district leadership team through additional services and workshops.

- Creating Board Operating Principles
- Goal Setting/Long-Range Planning
- Executive Coaching
- Meaningful Superintendent Evaluations

- **Strategic Planning**

The fee will be based upon services selected.

McPherson & Jacobson has partnered with Innovate K12 to offer districts a dynamic, comprehensive, Strategic Planning service.

InnovateK12 will utilize its suite of consultative, engagement, and analytics services to drive the Strategic Planning process in conjunction with District Leadership.

- InnovateK12 serves as the engine for district leadership and their internal and external outreach, offering an array of services—spanning the beginning to completion of the process, including using the new Strategic Plan as a dynamic resource for Continuous Improvement.
 - SWOT Analysis involving both internal and stakeholders.
 - Internal: Staff (classified/certified), students, leadership.
 - External: Parents, Residents, Business Community, Community Partners.
 - Evaluating previous/current Strategic Plan: Pre-Strategic Planning.
 - What worked and what didn't and why?
 - Challenges and barriers to successful implementation.
 - Data Analytics Reporting identifies the priorities as shared by internal and external stakeholders to pair with future strategic planning committee work.
 - Integration of Continuous Improvement processes.
 - Defining strategic priorities/challenges/objectives.
 - Crafting the Strategic Plan

McPherson & Jacobson Guarantees

Client Satisfaction

McPherson & Jacobson is committed to working with the school district until a superintendent is identified and hired. If a second round of candidate selection is necessary, the only cost to the district would be the additional expenses; there is not an additional fee.

If the board chooses to use our complete service, we will guarantee our process for **two (2) years**. If the person selected leaves the position, for whatever reason, within the guarantee period, we will repeat the process at no charge except actual expenses. *The guarantee is valid only if the board is comprised of a majority of the members who hired the superintendent (exceptions would be considered in situations of a placement's personal or family reasons for leaving).*

We are convinced that our process of identifying your most important selection criteria, meaningfully involving stakeholders, screening candidates against the criteria, and working with you during the critical first year, will ensure your search results in quality leadership for education excellence.

Price Match

McPherson & Jacobson, L.L.C. will match the search fee for a comparable level of services provided by the competitive bid.

Recruiting the Selected Candidate

McPherson & Jacobson consultants do not actively recruit administrators that have been placed in our searches. We would not have the retention rates for our placements if we recruited the administrators from our searches. Over the last five years, **almost eighty percent** of administrators are in the position for which they were hired. **Almost sixty percent** of administrators are still in the position for which they were hired within the past ten years. **Forty percent** of the administrators selected by governing boards within the past 15 years continue in the position for which they were hired.

Additional Information

McPherson & Jacobson, L.L.C. Nebraska Consultants

Dr. David Barker, Assistant Professor, Columbus

Dr. Jerry Ehlers, Consultant Emeritus, Retired Superintendent, Ainsworth

Dr. Paul Gausman, Superintendent, Lincoln

Dr. Randall Gilson, Superintendent, Blair

Dr. Derrick Joel, Assistant Superintendent, Norris School District, Firth

Dr. Steve Joel, National Recruiter, Retired Superintendent, Lincoln

Mr. Brandon Lavaley, Superintendent, Wahoo

Dr. Mike Lucas, Superintendent, Westside Comm. Schools, Omaha

Dr. Aaron Plas, Superintendent, Bennington

Mr. Darren Tobey, Superintendent, Broken Bow

Mr. Antwan Wilson, Professor/Educational Consultant, Lincoln

Mrs. Jennifer Worthington, Retired Administrator, Grand Island

Dr. Rob Winter, Retired Superintendent, Grand Island

Nebraska Searches Conducted by McPherson & Jacobson, L.L.C.

Year	District	City	Enrollment
2022/23	Nebraska Commissioner of Education	Lincoln	
2000/01	Adams Central Jr.-Sr. High School	Hastings	452
2003/04	Ainsworth Community Schools	Ainsworth	548
1997/98	Ainsworth Community Schools	Ainsworth	
2001/02	Allen Consolidated School District	Allen	225
2012/13	Alliance Public Schools	Alliance	1,700
2008/09	Alliance Public Schools	Alliance	1,737
1997/98	Alliance Public Schools	Alliance	2,300
2000/01	Alma Public Schools	Alma	371
2006/07	Anselmo-Merna Public Schools	Merna	257
1994/95	Anselmo-Merna Public Schools	Merna	170
2018/19	Arlington Public Schools	Arlington	660
1999/00	Arlington Public Schools	Arlington	597
1994/95	Arnold Public Schools	Arnold	
1997/98	Auburn Public Schools	Auburn	1,028
2016/17	Axtell Community School	Axtell	264
2011/12	Axtell Community School	Axtell	301
2003/04	Banner County Public School District	Harrisburg	168
1994/95	Banner County Public School District	Harrisburg	209
1997/98	Battle Creek Public Schools	Battle Creek	461
2012/13	Beatrice Public Schools	Beatrice	2,200
1999/00	Beatrice Public Schools	Beatrice	2,320
2011/12	Blair Community Schools	Blair	2,400
2008/09	Blair Community Schools	Blair	2,416
1994/95	Bloomfield Community Schools	Bloomfield	435
2004/05	Boone Central Schools	Albion	654
2013/14	Bridgeport Public Schools	Bridgeport	500
2007/08	Bridgeport Public Schools	Bridgeport	510
2003/04	Bridgeport Public Schools	Bridgeport	533
1998/99	Bridgeport Public Schools	Bridgeport	580
2014/15	Broken Bow Public Schools	Broken Bow	810
2001/02	Brunning-Davenport Unified School District	Davenport	208
2013/14	Central City Public Schools	Central City	690
2001/02	Central City Public Schools	Central City	800
2006/07	Centura Public School	Cairo	550
2017/18	Centura Public Schools	Cairo	486
2022/23	Centura Public Schools	Cairo	500

Year	District	City	Enrollment
2003/04	Chadron Public Schools	Chadron	866
2009/10	Chambers Public School	Chambers	203
2004/05	Chambers Public School	Chambers	203
2017/18	Chase County Schools	Imperial	620
1994/95	Clarks Public Schools	Clarks	
2023/24	Columbus Public Schools	Columbus	4,159
2009/10	Columbus Public Schools	Columbus	3,600
1997/98	Crawford Public Schools	Crawford	270
2014/15	Creek Valley Public Schools	Chappell	252
2015/16	Crete Public Schools	Crete	1,800
2005/06	Crete Public Schools	Crete	1,465
1998/99	David City Public Schools	David City	597
1996/97	Doniphan Public Schools	Doniphan	
2020/21	Doniphan-Trumbull Public School	Doniphan	426
2017/18	Doniphan-Trumbull Public School	Doniphan	465
2005/06	Doniphan-Trumbull Public School	Doniphan	517
2004/05	Dorchester Public Schools	Dorchester	218
1994/95	Dorchester Public Schools	Dorchester	251
2004/05	Douglas County West Community Schools	Waterloo	720
2011/12	Dundy County Stratton Public Schools	Benkelman	403
1992/93	Elba Public Schools	Elba	141
1998/99	Elkhorn Valley School District No. 80	Tilden	483
1997/98	Elm Creek Public Schools	Elm Creek	358
1997/98	ESU #11--Executive Director	Holdrege	
2007/08	ESU #13--Executive Director	Scottsbluff	14,400
2001/02	ESU #6--Executive Director	Milford	12,850
2011/12	ESU #8--Executive Director	Neligh	
1998/99	ESU #9--Executive Director	Hastings	
2003/04	Eustis-Farnam School District	Eustis	252
2014/15	Fairbury Public Schools	Fairbury	901
1997/98	Fairbury Public Schools	Fairbury	1,068
1994/95	Fairmont Public Schools	Fairmont	
2024/25	Franklin Public Schools	Franklin	320
2009/10	Franklin Public Schools	Franklin	350
2002/03	Franklin Public Schools	Franklin	350
1999/00	Franklin Public Schools	Franklin	350
2000/01	Fremont High School (principal)	Fremont	1,350
2005/06	Garden County Public Schools	Oshkosh	289
1994/95	Geneva Public Schools	Geneva	
2000/01	Gering Public Schools	Gering	1,828
2016/17	Gibbon Public Schools	Gibbon	598

Year	District	City	Enrollment
2003/04	Gibbon Public Schools	Gibbon	545
2000/01	Gothenburg Public Schools	Gothenburg	860
2015/16	Grand Island Public Schools	Grand Island	9,607
2010/11	Grand Island Public Schools	Grand Island	8,820
1996/97	Guide Rock Public Schools		
2018/19	Hastings Public Schools	Hastings	3,740
2000/01	Hastings Public Schools	Hastings	3,327
1994/95	Hemingford Public Schools	Hemingford	475
1998/99	Hershey Public Schools	Hershey	476
2004/05	Holdrege Public Schools	Holdrege	943
1999/00	Humboldt Public Schools	Humboldt	
2002/03	Humphrey Public Schools	Humphrey	222
2000/01	Kearney Public Schools	Kearney	4,526
2012/13	Kimball Public Schools	Kimball	543
2008/09	Lakeview Community Schools	Columbus	200
2008/09	Lakeview Community Schools	Columbus	750
2008/09	Laurel-Concord Public Schools	Laurel	351
2015/16	Learning Community of Douglas and Sarpy Counties	Omaha	
2000/01	Leigh Community Schools	Leigh	288
2005/06	Lexington Public Schools	Lexington	2,762
2000/01	Lexington Public Schools	Lexington	2,519
2000/01	Lodgepole Public Schools	Lodgepole	163
2011/12	Logan View Public Schools	Hooper	527
2003/04	Logan View Public Schools	Hooper	634
2004/05	Madison Public Schools	Madison	566
1998/99	Madison Public Schools	Madison	584
2001/02	McCook Public Schools	McCook	1,401
1997/98	McCook Public Schools	McCook	1,597
2013/14	Meridian Public Schools	Daykin	200
2010/11	Meridian Public Schools	Daykin	200
2006/07	Meridian Public Schools	Daykin	200
2003/04	Morrill Public Schools	Morrill	457
2010/11	Mount Michael Benedictine--Head of Schools	Elkhorn	200
1998/99	Mullen Public Schools	Mullen	194
2022/23	Nebraska Commissioner of Education	Lincoln	
1996/97	Neligh-Oakdale, NE	Neligh	538
2002/03	Newcastle Public Schools	Newcastle	175
2009/10	Norris School District 160	Firth	2,040
2011/12	North Platte Public Schools	North Platte	4,100
1997/98	Ord Public Schools	Ord	622
2019/20	Palmyra Bennet District OR-1 Schools	Palmyra	581

Year	District	City	Enrollment
1997/98	Palmyra District OR 1	Palmyra	244
2015/16	Pawnee City Public Schools	Pawnee City	297
2008/09	Pawnee City Public Schools	Pawnee City	280
1996/97	Paxton Consolidated Schools	Paxton	
2004/05	Pender Public Schools	Pender	353
2001/02	Plattsmouth Community School District	Plattsmouth	1,678
2014/15	Potter-Dix Public Schools	Potter	191
2022/23	Ralston Public Schools	Ralston	4,000
1997/98	Ralston Public Schools	Ralston	3,000
1997/98	Randolph Public Schools	Randolph	
1996/97	Red Cloud Community Schools	Red Cloud	
1992/93	Rising City Public Schools	Rising City	120
1999/00	Rushville Public Schools--District I & VI	Rushville	273
1996/97	Sandy Creek Public Schools		500
1999/00	Schuyler Central Public Schools	Schuyler	
2003/04	Scottsbluff Public Schools	Scottsbluff	2,700
1992/93	Scribner-Synder Community Schools	Scribner	382
2016/17	Seward Public Schools	Seward	1,406
2019/20	Shelton Public Schools	Shelton	300
2015/16	Shelton Public Schools	Shelton	300
2010/11	Shelton Public Schools	Shelton	300
1994/95	Shelton Public Schools	Shelton	362
2006/07	Silver Lake Public Schools	Roseland	254
2017/18	South Central Nebraska Unified #5	Fairfield	681
2000/01	South Central Nebraska Unified School District #5	Fairfield	1,249
2009/10	South Sioux City Community Schools	South Sioux City	3,800
1998/99	South Sioux City Community Schools	South Sioux City	3,130
2016/17	Southern Public Schools	Wymore	395
2000/01	Stanton Community Schools	Stanton	454
2020/21	Summerland Public Schools	Ewing	402
1994/95	Sumner-Eddyville-Miller Public School	Sumner	201
2017/18	Superior Public Schools	Superior	435
1995/96	Superior Public Schools	Superior	
2010/11	Tekamah-Herman Community Schools	Tekamah	579
2024/25	Tri County Public Schools	DeWitt	400
2002/03	Tri County Public Schools	DeWitt	480
2013/14	Twin River Public Schools	Genoa	480
1999/00	Valentine Rural High School	Valentine	280
1997/98	Wahoo Public Schools District #39	Wahoo	865
1997/98	Wakefield Community Schools	Wakefield	467

Year	District	City	Enrollment
2016/17	Waverly School District 145	Waverly	1,920
1997/98	Wayne Community Schools	Wayne	934
1999/00	Weeping Water Public Schools	Weeping Water	435
2003/04	West Point Public Schools	West Point	694
2010/11	Westside Community Schools	Omaha	5,990
1997/98	Wheeler Central Schools	Bartlett	
2023/24	Wilber Clatonia Public Schools	Wilber	624
2009/10	Wilber Clatonia Public Schools	Wilber	553
2002/03	Wilber-Clatonia Public Schools	Wilber	548
2000/01	Wisner-Pilger Public Schools	Wisner	518
2013/14	Wood River Rural Schools	Wood River	549
1999/00	York Public Schools	York	1,400
2014/15	Yutan Public Schools	Yutan	477

What Board Members Say About the Services of McPherson & Jacobson, L.L.C.

January 2024

“McPherson and Jacobsen truly made the search process very painless for the board. They helped us find the right pick for our school because of their hard work, professionalism, and great job of listening to us. We are appreciative of their diligent work.”

Tim Reichers, Board President
Wilber-Clatonia Public Schools

July 2018

McPherson & Jacobson was always reachable and responsive. They took the time to acclimate themselves with our culture, and take the time to understand the needs of our school district as well as our community and teachers. This resulted in their ability to connect us with candidates who met our needs. By the number of highly qualified candidates they presented, it was clear that they took the time to listen and really understand what we were looking for.

Their partnership in this process was greatly appreciated, I personally would highly recommend them as your next partner when embarking on a superintendent search.

Teresa Grabowski
Centura Public School
Cairo, Nebraska

Building Wellness Team Lead Key Points

Purpose:

- Establish a **Wellness Team Lead** in each building to prioritize health and wellness, creating a supportive school culture aligned with district policy and goals.

Rationale and Benefits:

- **Targeted Wellness Efforts:** Each school will have a dedicated leader to address wellness needs specific to their building.
- **District-Wide Consistency:** Team Leads ensure district wellness goals are implemented uniformly across all schools.
- **Improved Engagement and Culture:** Leaders inspire staff and students, cultivating a healthier, more connected environment.
- **Data-Driven Progress:** Wellness assessments by Team Leads allow the district to track improvements and refine strategies.

Responsibilities:

- Attend regular meetings of Wellness Team Leads as well as quarterly district wellness meetings.
- Lead school wellness meetings, facilitate setting of goals, and coordinate activities.
- Act as a wellness advocate and conduct assessments to measure progress.

Stipend Request:

- A **stipend** is requested for each Team Lead to acknowledge the leadership and time required for this role.

Expected Impact:

- This position will create a measurable improvement in school wellness culture, benefiting staff, students, and the broader community, aligned with the district's wellness policy and objectives.

FUNCTION

The function of a School Wellness Team Lead is to promote the overall well-being of staff, students, and the school community. The Wellness Team Lead will spearhead their school's wellness initiatives, guide their school wellness team, and collaborate with the District Wellness Team. This role includes leading meetings, setting wellness goals, and implementing creative activities that enhance the school's wellness culture.

BENEFITS

- Stipend Position

DUTIES AND RESPONSIBILITIES

Under the guidance and direction of the District Wellness Team, the Building Wellness Team Lead will:

- Participate in District Wellness Team Meetings: Attend four quarterly District Wellness Team meetings and ensure active participation. Share insights and innovative ideas on wellness initiatives to help shape district-wide wellness efforts.
- Participate in the community of other Building Wellness Team Leads on a regular basis to be determined by the needs of the group keeping up with best practices staff and student wellness.
- Lead School Wellness Team Meetings: Conduct at least four meetings per year with your school's wellness team, drive the implementation of district wellness decisions, and set specific wellness goals for your school.
- Develop Wellness Initiatives: Create and coordinate engaging wellness activities for staff and students that promote a healthier environment.
- Complete Wellness Assessments: Facilitate regular assessments to help the team reflect on progress and identify growth opportunities.
- Become a Wellness Champion: Inspire positive impacts on both staff and students, keep the team motivated, and advocate for a healthy, vibrant school environment.

QUALIFICATIONS

Interested individuals should be staff members with a passion for health and wellness, strong leadership and communication skills, and the ability to motivate and engage their school community. Creativity in developing wellness activities and strategies is essential. Experience in team leadership or project management is a plus.

This role involves some time commitment outside of school hours to attend meetings, conduct wellness assessments, and lead initiatives to promote the well-being of the school community.

**APPENDIX B
EXTRA-STANDARD ASSIGNMENT RESPONSIBILITIES
2024-2025**

A. There are seven categories of assignments according to the degree of difficulty and the responsibility of the assignment

Category A

- | | |
|---|--|
| 1. Elementary student council | 2. MS weight training |
| 3. MS cross country | 4. SH marching band facilitator |
| 5. MS drama | 6. SH Skills USA assistant sponsor |
| 7. MS/SH intramurals-1 season | 8. MS Skills USA sponsor |
| 9. SH National Honor Society | 10. SH assistant debate |
| 11. Content Creators (building level) | 12. Psychological First Aid
Coordinator |
| 13. Wellness Team Lead (building level) | 14. |

Category I

- | | |
|--------------------|---|
| 1. Problem solving | 2. MS/SH student council |
| 3. MS basketball | 4. SH DECA |
| 5. MS football | 6. SH foreign language |
| 7. MS orchestra | 8. SH assistant swimming |
| 9. MS track | 10. SH assistant tennis |
| 11. MS vocal music | 12. SH assistant cross country |
| 13. MS volleyball | 14. SH Skills USA sponsor |
| 15. MS wrestling | 16. MS garden sponsor-2 seasons |
| 17. MS yearbook | 18. SH assistant bowling/Unified
bowling |

Category II

- | | |
|--------------------------------|----------------------------------|
| 1. SH cable access coordinator | 2. SH assistant soccer |
| 3. SH head golf | 4. SH assistant softball |
| 5. SH orchestra | 6. SH head tennis |
| 7. SH dance team | 8. SH assistant track |
| 9. SH cheer squad | 10. SH weight training-2 seasons |
| 11. SH assistant baseball | 12. SH head bowling |

Category III

- | | |
|----------------------------|----------------------------|
| 1. SH assistant basketball | 2. SH head swimming |
| 3. SH head cross-country | 4. SH speech |
| 5. SH debate | 6. SH assistant volleyball |
| 7. SH assistant football | 8. SH assistant wrestling |
| 9. SH journalism | |

Category IV

- | | |
|---------------------|------------------------------------|
| 1. SH drama | 2. SH head softball |
| 3. SH vocal music | 4. SH head track |
| 5. SH head soccer | 6. Director of bands |
| 7. SH head baseball | 8. Director of musical productions |
| 9. SH show choir | |

Category V

- | | |
|-----------------------|-----------------------|
| 1. SH head basketball | 2. SH head volleyball |
| 3. SH head football | 4. SH head wrestling |

Category VI

- | |
|-------------------|
| 1. Skills program |
|-------------------|

APPENDIX B (cont.)
Special Category

1. Extended contract @ daily rate
 2. Learning Team Liaison 2.5% of base (\$977.50) and \$23/hr. for assigned managerial tasks
 3. Doctorate \$500
 4. Skills Certificated Teachers – Category VI
 - a. The following percentages are calculated on the starting base salary. The following dollar amounts are calculated for the 2024-2025 (\$39,100 base salary)
 - b. Placing Skills Certificated Teachers on the Schedule
 - Level 1: (1-3 years of experience)
 - Level 2: (4-6 years of experience)
 - Level 3: (7-9 years of experience)
 - Level 4: (10 or more years of experience)
 - c. New Skills Certificated Teachers will be placed on the level based on their previous experience.
- B. Any newly created assignment will be categorized according to the degree of difficulty and its area of responsibility.
- C. Remuneration for special assignments, such as units of gymnastics and swimming, will be treated as intramural.
- D. Any coach who thinks he/she needs help should follow the proper procedures in requesting an assistant.
- E. The following percentages are calculated on the starting salary. If the starting salary is raised, so are the amounts corresponding to the percentages:

Category	Level 1	Level 2	Level 3	Level 4
A	3%	5%	7%	9%
I	5%	7%	9%	11%
II	7%	9%	11%	13%
III	9%	11%	13%	15%
IV	11%	13%	15%	17%
V	14%	16%	18%	20%
VI	28%	30%	32%	34%

- F. Placing teachers on the schedule:
1. A teacher with 1 to 3 years of experience will be placed on Level I and wait two years to advance to the next level.
 2. A teacher with 3 or more years of experience will be placed on Level 1 but wait only one year to advance to the next level.
 3. After fulfilling items one and two, teachers will advance to the next level after two years in the same assignment.

Provided: In athletics, at both the Middle School and High School levels (beginning with the 2008-09 school year), no head coach is to receive less than one of the assistants.

The Board, under special circumstances, may deviate in placement on the salary schedule.

- G. The dollar figures for 2024-2025 are as follows:

Percent	of \$39,100	Percent	of \$39,100	Percent	of \$39,100
3%	\$1,173.00	14%	\$5,474.00	28%	\$10,948.00
5%	\$1,955.00	15%	\$5,865.00	30%	\$11,730.00
7%	\$2,737.00	16%	\$6,256.00	32%	\$12,512.00

9%	\$3,519.00	17%	\$6,647.00	34%	\$13,294.00
11%	\$4,301.00	18%	\$7,038.00		
13%	\$5,083.00	20%	\$7,820.00		

Administrative Resignation/Release/Retire(s)

<u>Name</u>	<u>Assignment/Building</u>	<u>FTE</u>	<u>Effective</u>	<u>Replaces/Reason</u>
No Resignation/Release/Retire(s)				

Administrative Transfer(s)

<u>Name</u>	<u>Former Assignment/Building</u>	<u>New Assignment/Building</u>	<u>Effective</u>	<u>Replaces/Reason</u>
No Transfer(s)				

Administrative New Hire(s)

<u>Name</u>	<u>Assignment/FTE/Building</u>	<u>Effective</u>	<u>Degree/Level</u>	<u>College/Univer sity</u>	<u>Replaces/Reason</u>
No New Hire(s)					

Certificated Resignation/Release(s)

<u>Name</u>	<u>Assignment/Building</u>	<u>FTE</u>	<u>Effective</u>	<u>Replaces/Reason</u>
No Resignation/Release/Retire(s)				

Certificated Transfer(s)

<u>Name</u>	<u>Former Assignment/Building</u>	<u>New Assignment/Building</u>	<u>Effective</u>	<u>Replaces/Reason</u>
No Transfer(s)				

Certificated New Hire(s)

<u>Name</u>	<u>Assignment/FTE/Building</u>	<u>Effective</u>	<u>Degree/Level</u>	<u>College/Univer sity</u>	<u>Replaces/Reason</u>
No New Hire(s)					

Extra Standard Resignation/Release(s)

<u>Name</u>	<u>Assignment/Building</u>	<u>Effective</u>	<u>Replaces/Reason</u>
Tina Pfeil	Assistant Volleyball/Middle School	5/22/2025	Resign

Extra Standard Transfer(s)

<u>Name</u>	<u>Former Assignment/Building</u>	<u>New Assignment/Building</u>	<u>Effective</u>	<u>Replaces/Reason</u>
No Transfer(s)				

Extra Standard New Hire(s)

<u>Name</u>	<u>Assignment/Building</u>	<u>Level</u>	<u>Effective</u>	<u>Replaces/Reason</u>
Kent Rothfuss	Boys Bowling	CAT II, Lvl 3	10/8/2024	New Position

Classified Resignation/Release(s)

<u>Name</u>	<u>Assignment/Building</u>	<u>FTE</u>	<u>Effective</u>	<u>Replaces/Reason</u>
Associated Staffing	10 month Secretary/Senior High	1.0	10/17/2024	Resign

Classified Transfer(s)

<u>Name</u>	<u>Former Assignment/Building</u>	<u>New Assignment/Building</u>	<u>FTE</u>	<u>Effective</u>	<u>Replaces/Reason</u>
No Transfer(s)					

Classified New Hire(s)

<u>Name</u>	<u>Assignment/Building</u>	<u>FTE</u>	<u>Effective</u>	<u>Replaces/Reason</u>
Associated Staffing	SEBL Paraeducator/Longfellow	1.0	TBD	Rose Koehler/Resign
Renee Coe	Night Custodian/Lincoln/Middle School	1.0	TBD	Tyler Lowry/Resign
Rebecca Kvetensky	10 month Secretary/Senior High	1.0	11/08/24	Associated Staffing/Resign
John McPhillips	9 month Bus Driver	1.0	TBD	Tyler Tomaskievicz/Resign

CERTIFICATED OPEN POSITIONS

NAME	POSITION	RESIGNATION/TERM DATE
EMILY THOMAS/MICHELLE VALDEZ	HHS - English	03-07-2024
AMANDA COLLINS TXFR to LONGFELLOW	HHS - Special Education Skills 3	04-30-2024
CATHERINE YABLONOVSKY	HHS - Family & Consumer Science	04-26-2024
ELLE STRODA TXFR to ALCOTT SPED	Alcott - Life Skills	03-26-2024
ELIZABETH SENSEMAN	Watson - Grade 4	03-28-2024
ANA VASQUEZ	Lincoln - School Psychologist	08-09-2022
MELISSA BLAKE	Speech Language Pathologist	05-19-2023
EMILY HASS	Speech Language Pathologist	05-19-2023
JAMIE LEPANT	Speech Language Pathologist	05-19-2023
KELSEY STOKELY	Speech Language Pathologist	05-19-2023

CLASSIFIED OPEN POSITIONS

NAME	POSITION	RESIGNATION/TERM DATE
MELISSA ROWE	HHS Skills 2 Paraeducator	05-22-2024
RUTH LEMKE	HHS Special Education Paraeducator	04-13-2023
	DIST - PART TIME BUS DRIVER (NEW)	
DYLAN BUSCH	District Maintenance - Plumber	07-05-2024
TREY CLARK	AL/WA Night Custodain	07-23-2024

EXTRA-STANDARD OPEN POSITIONS		
NAME	POSITION	RESIGNATION/TERM DATE
MEAGAN BLODGET	HHS - Assistant Swimming & Diving	09-29-2022
KATHRYN OLSON	HMS - Assistant Volleyball	05-22-2025
TINA PFEIL	HMS - Assistant Volleyball	05-22-2025
HPS HAS HIRED 78 SUBSTITUTE TEACHERS AS OF 11/08/2024		