



**HASTINGS  
PUBLIC SCHOOLS**

Assuring the essential.  
Expanding the possible.

## **Work Session**

Thursday, December 12, 2024 @ 6:00 PM Central  
Board Room at HPS District Offices, 1515 W 8th St, Hastings, NE 68901

1. Roll Call -
2. Announcement - Becky Sullivan -
3. Welcome to HEA reps and guests - Becky Sullivan -
4. Review Board Norms/Goal - Becky Sullivan -
5. Board Report - Becky Sullivan -
6. Quarterly Financial Update - Jeff Schneider -
7. Annual Financial Literacy Status Report - Lawrence Tunks -
8. Information on "Spotlight on Learning" - Jeff Schneider -
9. Approve HVAC Professional Services agreement - Trent Kelly -
10. \*Consent Agenda - Dr. Thomas Szlanda -
11. OPPORTUNITY FOR PUBLIC TO BE HEARD - Becky Sullivan -

12. Reminders - Becky Sullivan -

13. Agenda from McPherson & Jacobson -

14. Adjournment - Becky Sullivan -

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

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

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

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

# Hastings Public Schools

## Board of Education Norms

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

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

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

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

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

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

We will also maintain confidentiality when necessary.

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

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

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

<b>General Fund</b>					
<b>2022-23</b>		<b>2023-24</b>		<b>2024-25</b>	
Balance 9/1/22	8,787,688	Balance 9/1/23	9,216,502	Balance 9/1/24	7,835,485
Qtr. 1 Expenses	12,336,711	Qtr. 1 Expenses	12,070,686	Qtr. 1 Expenses	12,673,487
Qtr. 1 Receipts	12,077,013	Qtr. 1 Receipts	12,751,423	Qtr. 1 Receipts	18,024,225
12/1/22 balance	8,527,990	12/1/23 balance	9,897,239	12/1/24 balance	13,186,223
<b>Qtr 1 2022 Total</b>	<b>-259,698</b>	<b>Qtr 1 2023 Total</b>	<b>680,737</b>	<b>Qtr 1 2024 Total</b>	<b>5,350,738</b>
<b>Cooperative Fund</b>					
<b>Balance 9/1/22</b>	<b>1,902,084</b>	<b>Balance 9/1/23</b>	<b>2,321,433</b>	<b>Balance 9-1-24</b>	<b>3,211,083</b>
Qtr. 1 Expenses	419,078	Qtr. 1 Expenses	86,654	Qtr. 1 Expenses	144,112
Qtr. 1 Receipts	9,307	Qtr. 1 Receipts	21,241	Qtr. 1 Receipts	26,221
12/1/22 balance	1,492,313	12/1/23 balance	2,256,020	12/1/24 balance	3,093,192
<b>Qtr 1 2022 Total</b>	<b>-409,771</b>	<b>Qtr 1 2023 Total</b>	<b>-65,413</b>	<b>Qtr 1 2024 Total</b>	<b>-117,891</b>



## Mechanical Services, Inc.

Division of Rutt's Heating & AC Inc.

*Hastings | Kearney | Lincoln | Columbus*

402-463-4853 – [www.ruttsh heating.com](http://www.ruttsh heating.com)



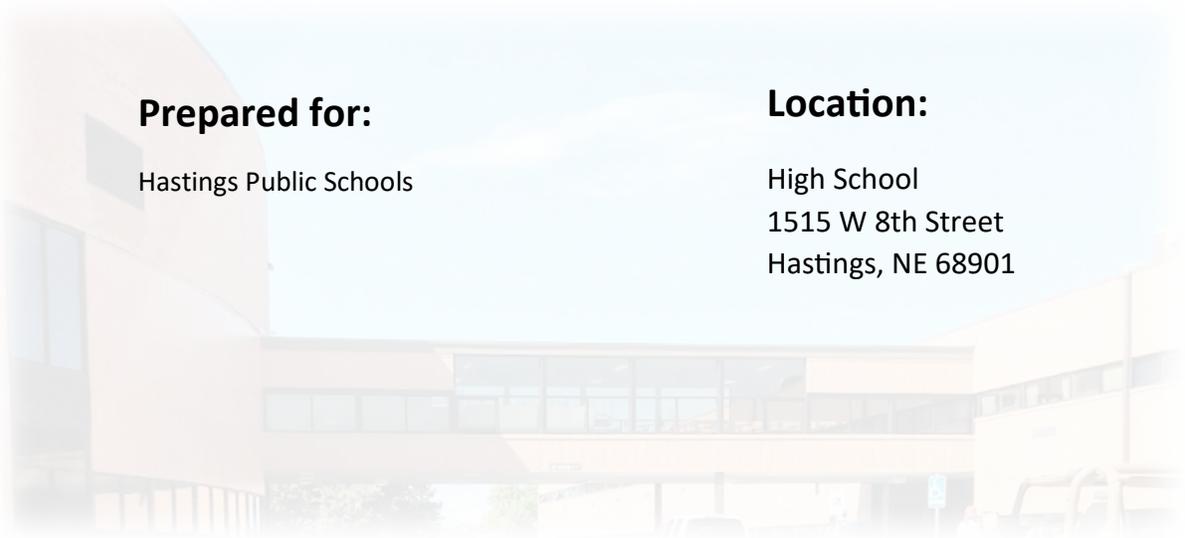
# Professional Service Agreement

### Prepared for:

Hastings Public Schools

### Location:

High School  
1515 W 8th Street  
Hastings, NE 68901





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### **Scope:**

<i>Equipment</i>	<i>Asset</i>
10,000 CFM Air Handle	New Gym
40,000 CFM Air Handler	New Gym
16,000 CFM Air Handler	Old Gym
19,500 CFM Air Handler	Media Center
2,000 CFM Air Handler	Media Center
14,000 CFM Air handler	Science wing
14,000 CFM Air Handler	Auditorium
14,000 CFM Air Handler	Auditorium
3 Air Handlers	Basement - serves locker rooms
AHU	Wresting Room

### **Schedule**

<i>Spring</i>	<i>Summer</i>	<i>Fall</i>	<i>Winter</i>
			

### **Tasks**

- Inspect electrical components
- Check glycol concentration if applicable
- Check energy wheel if applicable
- Inspect starters and contact surfaces
- Inspect Coils
- Inspect all belts and sheaves where applicable
- If applicable, lubricate motors/bearings
- Inspect for oil/refrigerant, water leaks
- Inspect cabinetry/hardware conditions
- Inspect structural integrity of unit
- Replace air filters



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<b>Equipment</b>	<b>Asset</b>
100 Ton Condensing Unit DX	New Gym
25 Ton Condensing Unit DX	New Gym
40 Ton Condensing Unit DX	Old Gym
5.0 Ton DX Condensing Unit	Media Center
60 Ton DX Condensing Unit	Media Center
40 Ton Condensing Unit	Auditorium
40 Ton Condensing Unit	Auditorium
Condensing Unit	Wrestling Room

### **Schedule**

<b>Spring</b>	<b>Summer</b>	<b>Fall</b>	<b>Winter</b>
			

### **Tasks**

- Review diagnostics
- Verify line voltage
- Clean condenser coils in Spring ONLY
- Visual condenser coil check
- Check compressor / oil heaters
- Verify pump operation and water flows
- Oil level check per circuit
- Measure volts/amps of condenser fan motors
- Check condenser fan/ brackets and bearings
- Check glycol concentration- if applicable
- Check pressure drop across heat exchanger
- Refer to maintenance portion of IOM
- Verify sensor readings
- Inspect communication link wiring



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<i>Equipment</i>	<i>Asset</i>
2 Boilers	Science wing
2 Kewanee Boilers	

**Schedule**

<i>Spring</i>	<i>Summer</i>	<i>Fall</i>	<i>Winter</i>

**Tasks**

- Inspect safety valve.
- Inspect temperature and safety controls including pilot and main gas safeties.
- Inspect piping and connections.
- Inspect gas pressure, gas regulator and gas valve.
- Inspect pilot and main gas ignition and operation.
- Annual tear-down and inspection (fall only)
- Inspect combustion room air intake system.
- Inspect valves & blow down or flush main tank drain.
- Inspect contacts and connections on all controls and tighten as needed.
- Inspect and replace ignition wiring as needed.
- Inspect electrodes and clean as needed.
- Inspect venting.

<i>Equipment</i>	<i>Asset</i>
4 Pumps	Science wing

**Schedule**

<i>Spring</i>	<i>Summer</i>	<i>Fall</i>	<i>Winter</i>

**Tasks**

- Lubricate pump and motor bearings
- Tighten all nuts and bolts
- Inspect motor mounts and vibration pads
- Visually Inspect pump alignment and coupling
- Inspect motor operating conditions
- Inspect electrical connections and contactors
- Inspect hand valves
- Inspect mechanical seal or packing as applicable
- Clean external surfaces if needed
- Inspect suction and discharge pressures
- Lubricate bearings if applicable



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<i>Equipment</i>	<i>Asset</i>
100-ton Chiller	Science wing

**Schedule**

<i>Spring</i>	<i>Summer</i>	<i>Fall</i>	<i>Winter</i>

**Tasks**

- Review diagnostics
- Verify line voltage
- Clean condenser coils Spring ONLY
- Visual condenser coil check
- Check compressor / oil heaters
- Verify pump operation and water flows
- Oil level check per circuit
- Measure volts/amps of condenser fan motors
- Check condenser fan/ brackets and bearings
- Check glycol concentration if applicable
- Check pressure drop across heat exchanger
- Refer to maintenance portion of IOM
- Verify sensor readings
- Inspect communication link wiring

<i>Equipment</i>	<i>Asset</i>
10 - 20T VRF	Classrooms

**Schedule**

<i>Spring</i>	<i>Summer</i>	<i>Fall</i>	<i>Winter</i>

**Tasks**

- Record all 20 units one time per year (Fall)

<i>Equipment</i>	<i>Asset</i>
4 – Geothermal Pumps	Classrooms

**Schedule**

<i>Spring</i>	<i>Summer</i>	<i>Fall</i>	<i>Winter</i>

**Tasks**

**Geothermal Pump Maintenance**

- Replace Air Filters
- Inspect Heat Exchanger Coils – clean if needed
- Check the Loop System (for Ground Loops)
- Inspect the Pump and Motor
- Check the Electrical Components
- Check the Thermostat
- Measure System Pressure
- Test System Performance
- Document Findings

## **Water Treatment:**

Service includes:

- Monthly service visits and FSR reporting included during boiler operational months.
- Photo documentation of internal boiler inspections when given appropriate notification by the customer, boiler lay-up recommendations and best practices, any necessary emergency testing following make-up water upsets and repairs, laboratory sampling and testing of source water and annual overviews where water usage data is available.
- Coverage: 4 boilers – 2 Kewanee Boilers & 2 Aerco Boilers

*This does not reflect equipment or human failures where chemicals are overfed beyond reasonable expectations requiring additional drums or containers over the estimated use. (For example, chemical pumps plugged into a non-controlled or "hot" outlet for priming purposes and not returned to controlled feed power outlets.)*

## **Repair and Modifications Coverage:**

- This agreement includes up to \$12,000 to be used as support hours..



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**Pricing**

Term	Annual	Quarterly	Monthly
1/1/2025 - 12/31/2027	\$53,460.00	\$13,365.00	\$4,455.00
<i>Initial Desired Payment →</i>			

**Customer Preferred Pricing:**

*Our number #1 priority is you and we are **invested in your success**. All Rutt’s Mechanical Services customers with an active service agreement receive a **10% discount on parts and a \$20 per hour discount on our hourly labor rates**. Preferred Pricing can add up to significant savings during the term of your service agreement! Controls support hourly rate for contract term is \$150/hr after discount. Following agreement expiration, a 4% price escalation will be inacted for each additional year contracted.*

**Exclusions:**

1. Any work not specifically listed in the scope of this document is not included.
2. Refrigerant replacement is not included in this proposal.
3. All work to be performed during normal working hours. For the purpose of this document “normal” working hours are defined as 8AM – 5PM, Monday – Friday, excluding holidays.
4. Agreement can be cancelled by either party at any time.
5. Filters are excluded from this agreement. Customer is to provide all filter materials at time of service.
6. Pricing is subject to change annually based on chemical needs or variations in the system.
7. Scope changes can be made at any time during the term to the scope of this agreement by contacting 402-984-9369.
8. See Terms and Conditions on the last 3 pages of this document.

**Customer Acceptance**

**Rutt’s Mechanical Services Inc.**

\_\_\_\_\_  
Printed

\_\_\_\_\_  
Printed

\_\_\_\_\_  
Signed

\_\_\_\_\_  
Signed

\_\_\_\_\_  
Date

\_\_\_\_\_  
Date



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## Terms & Conditions

### ADDITIONAL TERMS AND CONDITIONS

1. **Services.** Subject to the terms and conditions set forth in the Agreement (as defined below), the counterparty identified in this Agreement ("You") engage **RUTT'S HEATING AND AIR CONDITIONING, INC.** ("Company") to provide, and the Company agrees to provide to You, only those services specifically described in this Agreement ("Services").
2. **Complete Agreement.** These additional terms and conditions are incorporated by reference into, and form an integral component of, the proposal, documentation or agreement provided to You by the Company (these additional terms and conditions, together with the proposal, documentation or agreement provided to You by the Company being, collectively, the "Agreement"). Company's agreement to perform the Services is expressly conditioned on Your agreement with and acceptance of the express terms and conditions in this Agreement, as evidenced by your acceptance or signature of the Agreement. Neither this Agreement nor Your acceptance shall be deemed to include any additional or different terms proposed by You whether communicated orally or in writing that may add to, vary from or conflict with the terms of this Agreement, and Company expressly objects to any term or condition that may add to, vary from or conflict with the terms of this Agreement. You and Company shall mutually agree in writing upon any adjustment or change to the terms of the Services or this Agreement. Company shall not be responsible for any services or work not specifically listed in this Agreement.
3. **Credit Approval.** This Agreement is subject to credit approval by Company. If the Company does not approve Your credit, or if the Company disapproves Your credit at any time during performance of the Services, Company may (in Company's sole discretion, and at Company's option), terminate this Agreement upon notice to You, delay or suspend performance of the Services without any liability, attempt to renegotiate any terms or conditions of this Agreement as Company may determine, and/or exercise any other rights or remedies available to Company. If Company elects, at any time to terminate this Agreement, then the Agreement shall terminate without any liability to Company and You shall immediately pay Company for Services provided prior to the date of termination along with any other costs or expenses incurred by Company in connection with, or in anticipation of, this Agreement and the Services.
4. **Fees.** You shall pay Company all fees, costs, charges, expenses and other amounts ("Fees") set forth in or contemplated in this Agreement. Unless otherwise specifically stated elsewhere in this Agreement, all Fees are calculated and determined based on Services being performed on business days and during normal business hours. Services performed on days other than business days and Services performed outside of normal business hours shall be performed at Company's then-current overtime, holiday, weekend, evening or other applicable rates (as the same may be adjusted from time to time).
5. **Taxes.** In addition to Fees, You shall pay Company all taxes and similar amounts or charges payable by the Company in connection with the Services and this Agreement.
6. **Payment.** Unless otherwise specifically stated elsewhere in this Agreement, all payments (including Fees and taxes) are due immediately upon receipt of an invoice or similar document from Company. If payment is not made when due, Company's remedies shall include, but not be limited to: (a) the assessment of a late charge of two percent (2%) per month, or the highest rate permitted by law, whichever is less; (b) suspension of the Services until all payments due have been made; (c) termination of this Agreement; and/or (d) the filing and enforcement of a construction lien on Your property. You shall pay to Company upon demand all costs (including attorneys' fees) incurred by Company in collecting or attempting to collect amounts due or otherwise enforcing this Agreement.
7. **Warranties.** Company warrants that the Services shall be performed in a workmanlike manner. Except as expressly set forth in this Agreement, Company makes no representations or warranties, express or implied or otherwise incorporated in this Agreement whether by statute, common law or otherwise, including without limitation, with respect to the Services, the quality of the Services, the results of the Services performed, including, without limitation, any warranties as to merchantability or fitness for a particular purpose, any warranties of correctness, completeness or accuracy, as well as any warranties arising from a course of dealing, usage or trade practice.
8. **Cooperation; Access.** You shall cooperate fully with Company to promptly provide any and all information reasonably requested by Company in connection with the performance of the Services. You shall provide Company with access to your property (and any other necessary premises), and provide Company with access to all required utilities, in order for Company to perform the Services. You shall cooperate with the Company,



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and provide the Company with such other access, cooperation and materials as the Company may request. Your property and premises shall be safe, shall be a suitable working condition, and shall be in compliance with all applicable laws, rules and regulations. Company may, without limiting any other rights or remedies available to Company, terminate this Agreement or suspend or delay performance of Services if You fail to comply with Your obligations under this Agreement.

9. **Indemnity; Limitations.** During the course of, and upon and after completion of the Services for any reason whatsoever, You agree to indemnify and hold Company and its members, managers, officers, employees, subcontractors, subsidiaries and affiliates harmless from and against any loss, liability, damage or expense whatsoever (including court costs and reasonable attorneys' fees) incident to any claim, action or proceedings against Company, or any member, manager, officer, employee, subcontractor, subsidiary or affiliate thereof, which arise out of or relate to, directly or indirectly, (a) any of Your actions or omissions that directly or indirectly cause any losses to the Company or that impact the timing, performance or quality of the Services; (b) any inaccurate or incomplete information provided by you to Company; (c) any breach of this Agreement by You; (d) any failure by You to adhere to any guidelines, recommendations or instructions from Company or any manufacturer or third party of any kind relating directly or indirectly to the Services or any equipment or materials used in connection with the Services; or (e) any other actions or omissions by You relating to the Services or this Agreement (including, without limitation, any fraud, negligence or misconduct). Company shall not be liable to You or any third party for any anticipated profits, special, indirect, punitive, incidental, lost profits, business interruption, loss of service, loss of business or consequential damages or penalties of any kind. Company's liability on any claim arising out of or relating to this Agreement or the performance of the Services or a breach of this Agreement shall in no case exceed the price paid by You to Company for the performance of the Services giving rise to the claim. You must commence any action against Company arising out of or relating to this Agreement, including, without limitation, for breach of this Agreement or any warranty associated with the Services, within one (1) year from the date the Services are completed by Company (or the termination of this Agreement, if earlier) or any such claim will be forever barred.
10. **Termination by Company.** Without limiting any other rights or remedies in this Agreement, You acknowledge and agree that Company may terminate this Agreement at any time without liability upon notification to You (in which event, You shall immediately pay Company for Services provided prior to the date of termination).
11. **Force Majeure; Unknown Conditions; Timing.** Company shall be excused from its obligations, and shall not be liable for any damages arising out of any delay or default in the performance of the Services, under this Agreement to the extent that any delay or failure in the performance of such obligations results from any cause beyond its reasonable control, including without limitation, performance by third parties, power failures, acts of God, acts of civil or military authority, embargoes, epidemics, pandemics, war, riots, acts of terrorism, severe weather conditions or labor problems. In the event Company determines that this Agreement cannot be performed as intended by the parties due to structural or other defects or conditions at or around Your property, Company may cancel this Agreement without liability upon notification to You (in which event, You shall immediately pay Company for Services provided prior to the date of termination). Any stated or estimated start date or estimated completion date set forth in this Agreement, if any, are merely estimates and are not a guarantee of performance by any certain date. Company shall not be liable for a failure to perform by or in accordance with any estimated dates, if any, set forth in this Agreement.
12. **Exclusivity.** You acknowledge and agree that Company shall be the sole and exclusive provider to You of the Services and any other services that are substantially similar to the Services, and You covenant and agree not to engage any other person or entity during the term of this Agreement to provide You with any Services which are the same as, or substantially similar to, the Services.
13. **Exclusions.** Without limiting any other rights or remedies of, or protections for the benefit of, Company, You acknowledge and agree that, unless otherwise specifically stated elsewhere in this Agreement, the Services do not include, and Company shall not be responsible for or liable for, any claims, losses, damages or expenses in any way connected with, relating to or arising from, directly or indirectly, any of the following: (a) any guarantee of room conditions or system performance; (b) inspection, maintenance, repair, replacement of or services for: chilled water and condenser water pumps and piping; electrical disconnect switches or circuit breakers; motor starting equipment that is not factory mounted and interconnecting power wiring; recording or portable instruments, gauges or thermometers; non-moving parts or non-maintainable parts of the system, including, but not limited to, storage tanks; pressure vessels, shells, coils, tubes, housings, castings, casings, drain pans, panels, duct work; piping: hydraulic, hydronic, pneumatic, gas, or refrigerant; insulation; pipe covering; refractory material; fuses, unit cabinets; electrical wiring; ductwork or conduit; electrical distribution system; hydronic structural supports and similar items; the appearance of decorative casing or cabinets; damage sustained by other equipment or systems; and/or any failure, misadjustment or design deficiencies in other equipment or systems; (c) damage, repairs or replacement of parts made necessary as a result of electrical power failure, low voltage, burned out main or branch fuses, low water pressure, vandalism, misuse or abuse, wear and tear, end of life failure, water damage, improper operation, unauthorized alteration of equipment, accident, acts or omissions of You or others, damage due to freezing weather, calamity, malicious act, or any force majeure event; (d) any damage or malfunction resulting from vibration, electrolytic action, freezing, contamination, corrosion, erosion, or caused by scale or sludge on internal tubes except where water treatment protection services are provided by Company as part of this Agreement; (e) furnishing any items of equipment, material, or labor/, or performing special tests recommended or required by insurance



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companies or other third parties; (f) failure or inadequacy of any structure or foundation supporting or surrounding the equipment to be worked on or any portion thereof; (g) building access or alterations that might be necessary to repair or replace Your existing equipment; (h) The normal function of starting and stopping equipment or the opening and closing of valves, dampers or regulators normally installed to protect equipment against damage; (i) valves that are not factory mounted: balance, stop, control, and other valves external to the device; (j) any responsibility for design or redesign of any systems or equipment, obsolescence, safety tests, or removal or reinstallation of valve bodies and dampers; (k) any services, claims, or damages arising out of Your failure to comply with its obligations under this Agreement; (l) Your failure to follow manufacturer recommendations concerning teardown and internal inspection, overhaul and refurbishing of equipment; (m) any claims, damages, losses, or expenses, arising from or related to conditions that existed in, on, or upon the premises before the Services are provided, including, without limitation, damages, losses, or expenses involving pre-existing building envelope issues, mechanical issues, plumbing issues, and/or indoor air quality issues involving mold/mould and/or fungi; (n) replacement of refrigerant and other fluids / supplies is excluded, unless replacement of refrigerant or other fluid / supply is expressly stated as included within the Services, in which case replacement shall in no event exceed the stated percentage of rated system charge per year expressly stated in the Services; (o) crane or rigging costs; (p) any Services, claims, or damages arising out of refrigerant not supplied by Company. Further, You acknowledge and agree that You shall be solely and exclusively responsible for: (x) the cost of any additional replacement refrigerant, fluids or other supplies; (y) operation of any equipment; and (z) any claims, damages, losses, or expenses, arising from or related to work done by or services provided by individuals or entities that are not employed by or hired by Company

14. **Miscellaneous.** No provisions of this Agreement will be waived by any party except in writing, no waiver by any party of a breach shall be construed as a waiver of any subsequent breach by the same party. If any provision of this Agreement is held invalid or unenforceable, the remaining provisions and applications of this Agreement shall remain valid and enforceable. This Agreement may be amended or modified only by a written amendment duly signed by each of the parties. The relationship of the parties established by this Agreement is of independent contractors. You may not assign your rights under this Agreement without the prior written consent of Company. This Agreement shall be construed in accordance with the substantive laws of the State of Nebraska. Any controversy or claim arising out of or relating to this Agreement, or any breach thereof, must be brought in the appropriate state or federal courts located in Omaha, Douglas County, Nebraska. You waive any right you may have to a jury trial with respect to any litigation arising under or in connection with this Agreement, regardless of theory of recovery. This Agreement may be executed in two or more counterparts, each of which shall be deemed an original and all of which taken together shall constitute one and the same instrument. This Agreement may be executed and delivered by facsimile transmission, or by .pdf, .tif, .gif, .jpeg or similar attachment to electronic mail shall be treated in all manner and respects as an original executed counterpart and shall be considered to have the same binding legal effect as if it were the original signed version thereof delivered in person.
15. **Water Treatment.** Rutt's Mechanical Services shall not be held liable for any damage, malfunction, or adverse effects on the HVAC or water systems resulting from water treatment services, chemicals, or practices. Any issues arising from water treatment shall be addressed directly with the contracted water treatment vendor, as Rutt's Mechanical Services assumes no responsibility for their services or products. Rutt's is including this subcontracted service in the agreement for the customer's payment convenience ONLY.

**Administrative Resignation/Release/Retire(s)**

<b>Name</b>	<b>Assignment/Building</b>	<b>FTE</b>	<b>Effective</b>	<b>Replaces/Reason</b>
Jeff Schneider	Superintendent/Admin		1 6/31/25	Retire

**Administrative Transfer(s)**

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

**Administrative New Hire(s)**

<b>Name</b>	<b>Assignment/FTE/Building</b>	<b>Effective</b>	<b>Degree/Level</b>	<b>College/University</b>	<b>Replaces/Reason</b>
No New Hire(s)					

**Certificated Resignation/Release(s)**

<b>Name</b>	<b>Assignment/Building</b>	<b>FTE</b>	<b>Effective</b>	<b>Replaces/Reason</b>
Yadira Colley	Kindergarten/Lincoln		1 8/31/25	Resign
Mikhala Jorgensen	Grade 1/Longfellow		1 8/31/25	Resign
Rhonda McBride	School Psychologist/Districtwide		1 8/31/25	Resign
Connie Murray	Media Specialist/Muitple Elementary Schools		1 8/31/25	Retire
Kathy Perdew	SPED Skills 3/Watson		1 8/31/25	Retire
Hallie Renner	Grade 3/Longfellow		1 8/31/25	Resign
Tammy Wilhelms	Kindergarten/Alcott		1 8/31/25	Retire

**Certificated Transfer(s)**

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

**Certificated New Hire(s)**

<b>Name</b>	<b>Assignment/FTE/Building</b>	<b>Effective</b>	<b>Degree/Level</b>	<b>College/University</b>	<b>Replaces/Reason</b>
Laura Enos	English/Senior High	8/1/2025	MA36-11	University of Nebraska - Kearney	Emily Thonas/Resign
Katharine Hamburger	Grade 4/Watson	8/1/2025	BA-1	Hastings College	Elizabeth Senseman/Resign

**Extra Standard Resignation/Release(s)**

<b>Name</b>	<b>Assignment/Building</b>	<b>Effective</b>	<b>Replaces/Reason</b>
No Resignation/Retire(s)			

**Extra Standard Transfer(s)**

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

**Extra Standard New Hire(s)**

<b>Name</b>	<b>Assignment/Building</b>	<b>Level</b>	<b>Effective</b>	<b>Replaces/Reason</b>
Corey Luce	Assistant Bowling/Senior High	CAT II, Lvl 1	12/8/2024	Cade Tate

**Classified Resignation/Release(s)**

<b>Name</b>	<b>Assignment/Building</b>	<b>FTE</b>	<b>Effective</b>	<b>Replaces/Reason</b>
Associated Staffing	SEBL Paraeducator/Longfellow	1.0	12/6/2024	Resign
Raleigh Borrell	Title 1 Paraeducator/Lincoln	1.0	10/9/2024	Resign
Madalyn Heil	SPED Paraeducator/Morton	1.0	12/20/2024	Resign
Haley Jones	Office Paraeducator/Middle School	1.0	12/6/2024	Resign
Dale Lambrecht	Night Custodian/Hawthorne	1.0	12/16/2024	Retire
Sharon Wiedel	Bus Monitor/Transportation	1.0	11/15/2024	Release

**Classified Transfer(s)**

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

**Classified New Hire(s)**

<b>Name</b>	<b>Assignment/Building</b>	<b>FTE</b>	<b>Effective</b>	<b>Replaces/Reason</b>
Vanessa Garcia	Office Paraeducator/Middle School	1.0	TBD	Haley Jones/Resign
Jasmine Kennedy	Night Custodian/Hawthorne	1.0	12/3/24	Dale Lambrecht/Retire
Mikel McLellan	Night Custodian/Senior High	1.0	11/25/24	Tyler Lowry/Resign
Brittany Zade	Title 1 Paraeducator/Lincoln	1.0	TBD	Raleigh Borrell/Resign

**CERTIFICATED OPEN POSITIONS**

<b>NAME</b>	<b>POSITION</b>	<b>RESIGNATION/TERM DATE</b>
JEFF SCHNEIDER	Superintendent	06-31-2025
AMANDA COLLINS TXFR to LONGFELLOW	HHS - Special Education Skills 3	04-30-2024
CATHERINE YABLONOVSKY	HHS - Family & Consumer Science	04-26-2024
TAMMY WILHELMS	Alcott - Kindergarten	05-22/2025
YADIRA COLLEY	Lincoln - Kindergarten	05-22-2025

MIKHALA JORGENSEN	Longfellow - Grade 1	
HALLIE RENNER	Longfellow - Grade 3	05-22-2025
KATHY PERDEW	Watson - Sped/Skills 3	05-22-2025
CONNIE MURRAY	Elementary Media Specialist	05-22-2025
ANA VASQUEZ	School Psychologist	08-09-2022
RHONDA MCBRIDE	School Psychologist	05-22-2025
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
ASSOCIATED STAFFING	LO - SEBL Paraeducator	12-6-20024
MADALYN HEIL	MO - SPED Paraeducator	12-20-2024
	<b>DIST - PART TIME BUS DRIVER (NEW)</b>	
DYLAN BUSCH	District Maintenance - Plumber	07-05-2024
SHARON WIEDELL	District Bus Monitor	11-15-2024

**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 79 SUBSTITUTE TEACHERS AS OF 12/06/2024**