



HASTINGS
PUBLIC SCHOOLS

Assuring the essential.
Expanding the possible.

Work Session and Annual Board Reorganization Meeting

Thursday, January 16, 2025 @ 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. Oath of Office to new and incumbent Board members - Jeff Schneider -

5. TEMPORARY CHAIRPERSON - Jeff Schneider -

6. ELECTION OF BOARD OFFICERS - Jeff Schneider -

6.1. Election of the President - Jeff Schneider -

6.2. Election of Vice President - Board President -

6.3. Election of the Secretary/Treasurer - Board President -

7. APPOINTMENT OF OFFICERS AND ADVISORS - Board President -

8. APPOINTMENT OF OFFICER FOR FEDERAL PROGRAMS - Board President -

9. DESIGNATION OF DEPOSITORIES - Board President -

10. FINANCIAL RESOLUTIONS - Jeff Schneider -

10.1. Investment Resolution - Jeff Schneider -

10.2. Borrowing Resolution - Jeff Schneider -

11. DESIGNATION OF OFFICIAL NEWSPAPER - Board President -

12. APPOINTMENT OF GNSA REPRESENTATIVE - Board President -

13. APPOINTMENT OF HASTINGS PUBLIC SCHOOLS FOUNDATION REPRESENTATIVE -
Board President -

14. APPOINTMENT OF MEMBERS OF THE STANDING COMMITTEE ON AMERICAN
CIVICS - Board President -

15. APPOINTMENT BOARD MEMBERS TO THE SUPERINTENDENT'S SUCCESSION
PLANNING COMMITTEE - Board President -

16. APPOINTMENT OF BOARD MEMBERS TO THE NEGOTIATIONS COMMITTEE - Board
President -

17. Review Board Norms/Goal - Board President -

18. Board Report - Board President -

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

20. Review and re-affirm Policy 202.02: Board Member Conflict of Interest - Jeff Schneider -

21. Discuss regular Board meeting start time - Jeff Schneider -

22. 2025-26 Negotiated Agreement - Jeff Schneider -

23. Approve purchase of computers - Trent Kelly -

24. *Consent Agenda - Dr. Thomas Szlanda -

25. OPPORTUNITY FOR PUBLIC TO BE HEARD - Board President -

26. Agenda from McPherson and Jacobson - Board President -

27. Reminders - Board President -

28. Adjournment - Board President -

***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.

1/10/25

Please consider this my notification of intent to run for president of the Hastings Public School Board for 2025.

Respectfully,

Becky Sullivan

December 12, 2024

Please consider this my notification of intent to run for Vice-President of the Hastings Public Schools Board of Education for 2025.

Respectfully,

Jodi Graves

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.

BOARD MEMBER CONFLICT OF INTEREST

It shall be the responsibility of each Board member to be aware of an actual or potential conflict of interest. It shall also be the responsibility of each Board member to take the action necessary to eliminate such a conflict of interest. Should a conflict of interest arise, a Board member should not participate in any action relating to the issue from which the conflict arose.

No voting Board member may have an interest in any contract to which the District, or anyone for its benefit, is party. The prohibition applies when the Board member or the Board member's immediate family is a partner, director, officer, or stockholder of closed corporation stock worth one thousand dollars or more at fair market value or which represents more than a five (5) per cent equity interest or is a stockholder of publicly traded stock worth ten thousand dollars or more at fair market value or which represents more than ten (10) percent equity interest. An individual who occupies a confidential professional relationship protected by law is exempt from this policy. This policy does not apply to publicly traded stock under a trading account.

The above prohibition does not apply if the voting Board member:

1. Supplies a written statement describing the matter up for decision and the nature of the conflict to the Board secretary. The secretary shall enter the statement onto the public records of the District.
2. The Board member must take such action as the Commission advises to remove himself or herself from influence over the decision.
3. Does not vote on the matter of granting the contract, except if the number of members of the Board declaring an interest in the contract would prevent the Board, with all members present, from securing a quorum on the issue then all members may vote on the matter and this action will be reported to the commission; and
4. Does not act for the District to inspect, supervise, or determine the performance of contracts under which he or she has an interest.

A Board member who is an employee of a business involved in a contract with the District and who has no ownership interest or will receive no direct fee or commission shall not be deemed to have an interest within the meaning of this policy. The receiving of deposits, cashing of checks, and buying and selling of warrants and bonds of indebtedness of any school district by a financial institution will not be considered an interest in the contract under this policy.

If a Board member's immediate family member is an employee of the School District, the member may vote on all issues of the contract which are generally applicable to all employees or all employees within a classification and does not single out his or her family member for special action.

Any contract entered into with an interested Board member shall be subject to applicable competitive bidding requirements and shall be fair and reasonable to the School District.

A voting Board member or District employee may employ, recommend the employment of, or supervise the employment of an immediate family member if he or she does not abuse his or her official position and makes a full disclosure of the relationship to the Board and a written disclosure of the relationship to the Board secretary. No Board member or administrator shall employ an immediate family member without first having made a reasonable solicitation and consideration of applications for such employment. The family member must be qualified for, able to perform, and required to perform the duties of the position. The family member must not be paid an unreasonably high salary. No existing employee may be terminated for the purpose of making a position available to such a family member.

Any newly elected or appointed Board member or administrator shall make a full disclosure of any immediate family member employed in a position subject to this policy as soon as reasonably possible after the date of taking office.

No Board member or District employee shall use their position or any confidential information received through their position to obtain financial gain, other than compensation provided by law, for himself or herself, an immediate family member, or a business with which the individual is associated. No Board member shall use, or authorize the use of, personnel, property, resources, or funds under his or her official care for the purpose of campaigning for or against the nomination or election of a candidate or the qualification, passage, or defeat of a ballot question.

The Superintendent shall keep a record for the District for every contract entered into by the District in which a Board member has an interest. This information shall be kept for five years from the date of the Board member's last day in office and will include the following:

1. Names of contracting parties;
2. The nature of the interest of the Board member in question;
3. The date that the contract was approved by the District;

4. The amount of the contract; and
5. The basic terms of the contract.

The record kept by the Superintendent shall be available for public inspection during the normal working hours of the Superintendent's Office.

An open account established by the District with a business in which a Board member has an interest shall be deemed a contract subject to the provisions of this policy. The Superintendent shall maintain a running account of all amounts purchased in open accounts.

Contracts involving one hundred dollars or less in which a Board member may have an interest are excluded from the provisions of this policy.

Legal Reference: Nebraska Statute 49-1493 to 14,103.7

Cross Reference:	201	Legal Status of the School Board
	202.01	Board Member Code of Ethics
	206.04	Board Member Compensation and
Expense	402.04	Nepotism

Approved 6-17-02 Reviewed 7-18-16, 8-15-16 Revised 8-15-16

HASTINGS PUBLIC SCHOOLS

2025-2026 BASIC SALARY PLAN
Hastings Board of Education, Hastings, Nebraska Adopted: February 19, 2024
\$39,780 Base

The Index is 4.0% X 4.0%

Base:	39,780										
Level	BA	BA09	BA18	BA27	BA36	MA	MA09	MA18	MA27	MA36	MA45
1	\$42,962 1.080	\$44,554 1.120	\$46,145 1.160	\$47,736 1.200	\$49,327 1.240	\$49,327 1.240	\$50,918 1.280	\$52,510 1.320	\$54,101 1.360	\$55,692 1.400	\$57,283 1.440
2	\$42,962 1.080	\$44,554 1.120	\$46,145 1.160	\$47,736 1.200	\$49,327 1.240	\$49,327 1.240	\$50,918 1.280	\$52,510 1.320	\$54,101 1.360	\$55,692 1.400	\$57,283 1.440
3	\$42,962 1.080	\$44,554 1.120	\$46,145 1.160	\$47,736 1.200	\$49,327 1.240	\$49,327 1.240	\$50,918 1.280	\$52,510 1.320	\$54,101 1.360	\$55,692 1.400	\$57,283 1.440
4	\$44,554 1.120	\$46,145 1.160	\$47,736 1.200	\$49,327 1.240	\$50,918 1.280	\$50,918 1.280	\$52,510 1.320	\$54,101 1.360	\$55,692 1.400	\$57,283 1.440	\$58,874 1.480
5	\$46,145 1.160	\$47,736 1.200	\$49,327 1.240	\$50,918 1.280	\$52,510 1.320	\$52,510 1.320	\$54,101 1.360	\$55,692 1.400	\$57,283 1.440	\$58,874 1.480	\$60,466 1.520
6	\$47,736 1.200	\$49,327 1.240	\$50,918 1.280	\$52,510 1.320	\$54,101 1.360	\$54,101 1.360	\$55,692 1.400	\$57,283 1.440	\$58,874 1.480	\$60,466 1.520	\$62,057 1.560
7	\$49,327 1.240	\$50,918 1.280	\$52,510 1.320	\$54,101 1.360	\$55,692 1.400	\$55,692 1.400	\$57,283 1.440	\$58,874 1.480	\$60,466 1.520	\$62,057 1.560	\$63,648 1.600
8	\$50,918 1.280	\$52,510 1.320	\$54,101 1.360	\$55,692 1.400	\$57,283 1.440	\$57,283 1.440	\$58,874 1.480	\$60,466 1.520	\$62,057 1.560	\$63,648 1.600	\$65,239 1.640
9			\$55,692 1.400	\$57,283 1.440	\$58,874 1.480	\$58,874 1.480	\$60,466 1.520	\$62,057 1.560	\$63,648 1.600	\$65,239 1.640	\$66,830 1.680
10				\$58,874 1.480	\$60,466 1.520	\$60,466 1.520	\$62,057 1.560	\$63,648 1.600	\$65,239 1.640	\$66,830 1.680	\$68,422 1.720
11					\$62,057 1.560	\$62,057 1.560	\$63,648 1.600	\$65,239 1.640	\$66,830 1.680	\$68,422 1.720	\$70,013 1.760
12					\$63,648 1.600	\$63,648 1.600	\$65,239 1.640	\$66,830 1.680	\$68,422 1.720	\$70,013 1.760	\$71,604 1.800
13					\$65,239 1.640	\$65,239 1.640	\$66,830 1.680	\$68,422 1.720	\$70,013 1.760	\$71,604 1.800	\$73,195 1.840
14						\$66,830 1.680	\$68,422 1.720	\$70,013 1.760	\$71,604 1.800	\$73,195 1.840	\$74,786 1.880
15						\$68,422 1.720	\$70,013 1.760	\$71,604 1.800	\$73,195 1.840	\$74,786 1.880	\$76,378 1.920
16										\$76,378 1.920	\$77,969 1.960
16											\$79,560 2.000

Summary of Negotiations
For 2025-2026 & 2026-2027

1. We agreed to a two-year deal.
 - 25-26: 4% total package increase (new base is \$39,780)
 - 26-27: 3.5% total package increase (base tbd)

 2. Appendix C Activity Workers
 - 1-3 hours - \$45 per event
 - Any event over 3 hours \$15 per hour

 3. Summer School Pay - \$30 per hour for BA (currently \$21)
 - \$33 per hour for MA (currently \$23)

***The rate for employees hired for curriculum development projects outside of contract time will be \$33 per hour.

 4. Compensation for subbing - \$35 per period (currently \$30)

 5. Section 9.5 Personal Leave - The second and third sentences shall read as follows:
Three (3) days may be taken private personal business for no loss of pay. The other day, an employees salary will be reduced by an amount equal to the gross compensation....
- Another sentence will be added to the first paragraph that says, "Beginning in 2025-26, any staff members who has completed 15 years or more with the Hastings Public Schools will receive all four (4) personal days without the loss of pay."
- ***A few other language changes to the Master Agreement



Apple Inc. Education Price Quote

Customer:

Terry Julian
 HASTINGS PUBLIC SCHOOLS
 Email: terry.julian@hpstigers.org

Apple Inc:

Stephen Martin
 Phone: (512) 701-6967
 Email: stephen_martin@apple.com

Apple Quote:

2213288225

Quote Date:

January 13, 2025

Quote Valid Until:

February 12, 2025

Quote Comments:

Item #	Details	Qty	Unit List Price	Extended List Price
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1	13-inch MacBook Air: Apple M2 chip with 8-core CPU and 8-core GPU, 16GB, 256GB - Space Gray (Packaged in a 5-pack) Part Number: MC7Y4LL/A Configuration: 065-CCJT : Apple M2 chip with 8-core CPU, 8-core GPU, 16-core Neural Engine 065-CCJX : 16GB unified memory 065-CCJY : 256GB SSD storage 065-CD7F : 30W USB-C Power Adapter 065-CCLY : 1080p FaceTime HD camera 065-CCM0 : Two Thunderbolt / USB 4 ports 065-CCM1 : MagSafe 3 charging port 065-CCM2 : 13.6-inch Liquid Retina display with True Tone 065-CD5W : None 065-CD09 : Backlit Magic Keyboard with Touch ID - US English 065-CD0T : Accessory Kit	80	\$879.00	\$70,320.00
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Education List Price Total	\$70,320.00
Additional Tax	\$0.00
Estimated Tax	\$0.00
Total Tax	\$0.00
Extended Total Price*	\$70,320.00

**In most cases Extended Total Price does not include Sales Tax
 If applicable, eWaste/Recycling Fees are included. Standard shipping is complimentary

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Disclosure

This document has been created for you as Apple Quote ID **2213288225**.

Your institution's Authorized Purchaser may submit an order online at <https://ecommerce.apple.com>. Go to the Quote area of your Apple Online Store, click on it and convert to an order.

- If you're the authorized purchaser and need assistance in registering for access to the Apple Online Store, please contact your Apple Sales Representative.

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 - If you do not have a purchase agreement in effect with Apple, please contact csteam.edu@apple.com.
- B. All sales are final. Please review Return Policy below if you have any questions. If you use your institution's Purchase Order form to place an order in response to this Quote, Apple rejects any Terms set out on the Purchase Order that are inconsistent with or in addition to the Terms of the governing purchase agreement between the parties.
- C. Unless this Quote specifies otherwise, it remains in effect until the Quote Valid Until Date set forth above. Apple reserves the right to withdraw this Quote before an order is placed, modify, or cancel any provision of this Quote, or cancel any orders placed.



**COMPUTER
HARDWARE**

Premier Partner

2315 2nd Ave
Kearney, NE 68847-5316
(308) 234-9335
FAX (308) 236-9654

QUOTE

HM163207

01/14/25

SALESPERSON Shayne Raitt	PURCHASE ORDER# TRENT	REFERENCE#	CUSTOMER PHONE 402-461-7500
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BILLED TO:
HASTINGS PUBLIC SCHOOL
1515 W 8TH ST
HASTINGS, NE 68901

SHIPPED TO:
HASTINGS PUBLIC SCHOOL
1142 W. 18TH ST
HASTINGS, NE 68901

ITEM NUMBER	ITEM DESCRIPTION	QTY	B.O.'D	PRICE	EXTENDED PRICE
82W00001US	LENOVO CHROMEBOOK 100E GEN 4 A76-2.05GHZ 4GB 32GB	700	0	\$212.00	\$148,400.00
CROSSWDISEDUNEW	GOOGLE CHROME OS MGT LIC+S EDU	700	0	\$31.50	\$22,050.00

Quote Good Up Through: 01/28/25

SUBTOTAL: \$170,450.00

SHIPPING:

TAX:

TOTAL: \$170,450.00

Administrative Resignation/Release/Retire(s)					
Name	Assignment/Building		FTE	Effective	Replaces/Reason
No Resignation/Release/Retire(s)					
Administrative Transfer(s)					
Name	Former Assignment/Building	New Assignment/Building		Effective	Replaces/Reason
No Transfer(s)					
Administrative New Hire(s)					
Name	Assignment/FTE/Building	Effective	Degree/Level	College/University	Replaces/Reason
No New Hire(s)					
Certificated Resignation/Release(s)					
Name	Assignment/Building		FTE	Effective	Replaces/Reason
Jenyfher Beye	ELL/Middle School		0.5	8/31/25	Resign
Ann Mays	Social Studies/Senior High		1	8/31/25	Resign
Hannah Moran	Reading/Middle School		1	8/31/25	Resign
Certificated Transfer(s)					
Name	Former Assignment/Building	New Assignment/Building		Effective	Replaces/Reason
Julie Simmons	School Counselor/Longfellow	Grade 2/Longfellow	1	8/1/2025	Hallie Renner/Resign
Certificated New Hire(s)					
Name	Assignment/FTE/Building	Effective	Degree/Level	College/University	Replaces/Reason
Jennifer Brayton	Speech Language Pathologist/Districtwide	8/1/2025	MA36-12	University of Nebraska - Kearney	Melissa Blake/Retire in 22-23
Abigail Kryzsko	Skills 3/Watson	8/1/2025	BA36-5	University of Nebraska - Kearney	Kathy Perdew/Retire
Extra Standard Resignation/Release(s)					
Name	Assignment/Building			Effective	Replaces/Reason
Hannah Moran	Head Cross Country/Middle School			8/31/25	Resign
Hannah Moran	Head Girls Track/Middle School			8/31/25	Resign
Extra Standard Transfer(s)					
Name	Former Assignment/Building	New Assignment/Building		Effective	Replaces/Reason
No Transfer(s)					

Extra Standard New Hire(s)					
Name	Assignment/Building	Level		Effective	Replaces/Reason
No New Hire(s)					

Classified Resignation/Release(s)					
Name	Assignment/Building		FTE	Effective	Replaces/Reason
Terry Boutin	Bus Monitor/Transportation		1.0	11/24/2024	Release
Jasmin Lara	Office Paraeducator/Hawthorne		1.0	1/31/2025	Resign

Classified Transfer(s)					
Name	Former Assignment/Building	New Assignment/Building	FTE	Effective	Replaces/Reason
No Transfer(s)					

Classified New Hire(s)					
Name	Assignment/Building		FTE	Effective	Replaces/Reason
Associated Staffing	SPED Paraeducator/Morton		1.0	TBD	Madalyn Heil/Resign
Savannah Alfredson	Skills 2 Paraeducator/Senior High		1.0	TBD	Melissa Rowe/Resign
Amanda Peterson	SPED-ED Paraeducator/Senior High		1.0	1/10/25	Danielle/Resign
Ron Scheiding	Bus Monitor		1.0	1/6/25	Sharon Wiedel/Release

CERTIFICATED OPEN POSITIONS		
NAME	POSITION	RESIGNATION/TERM DATE
JEFF SCHNEIDER	Superintendent	06-31-2025
KANDACE GARWOOD	Director of Student Services	06-31-2025
AMANDA COLLINS TXFR to LONGFELLOW	HHS - Special Education Skills 3	04-30-2024
ANN MAYS	HHS - Social Studies	05-22-2025
JENYFHER BEYE	HMS - ELL	05-22-2025
HANNAH MORAN	HMS - Reading	05-22-2025
KELLY LANDGREN	Hawthorne - Grade 1	05-22-2025
YADIRA COLLEY	Lincoln - Kindergarten	05-22-2025
MIKHALA JORGENSEN	Longfellow - Grade 1	05-22-2025
JULIE SIMMONS TXFR	Longfellow - Counselor	05-22-2025
EMMA MORRISON	Watson - Grade 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
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
RUTH LEMKE	HHS Special Education Paraeducator	04-13-2023
JASMIN LARA	HA - Office Paraeducator	1-31-2025
ASSOCIATED STAFFING	LO - SEBL Paraeducator	12-6-20024
	DIST - PART TIME BUS DRIVER (NEW)	
DYLAN BUSCH	District Maintenance - Plumber	07-05-2024
TERRY BOUTIN	District Bus Monitor	11-24-2024
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
HANNAH MORAN	HMS - Head Cross Country	05-22-2025
HANNAH MORAN	HMS - Head Girls Track	05-22-2025
HPS HAS HIRED 81 SUBSTITUTE TEACHERS AS OF 1/10/2025		

HASTINGS
Superintendent Search – Meeting #2
1-16-25 6:30 pm

- Verbal review of staff & community input meetings from earlier today
- Review of advertising game plan and update on target dates
 - Application went live on December 16th
 - Social media and Mac & Jake website on December 16th
 - NCSA website on December 17th
 - www.nebraskaeducationjobs.com on December 17th
 - Email blast to over 1,200 potential applicants went out on December 17th
 - Info to in-state and regional higher education programs and superintendent academies went out on December 18th
 - First applicant came in on December 17th
- **Selection of interview questions** based on search criteria
- K12 Insights Survey is live from January 14th-23rd
 - Link on school website and can be emailed to anyone/everyone
 - In English and Spanish
- Contract “stuff”
 - Updated language from school attorney
 - Updated **Salary Array** for comparison
 - Moving expenses....2-year contract....
 - Establish rough draft 2025-26 salary range
 - Questions, comments, concerns.....
- Clarity on **interview schedule** and use of “meet and greet” committees
 - see proposed schedule
 - Meals, available housing, “welcome packet,” etc.
 - Spouse programs or community tour – tour guides, itinerary, etc.
 - Hospitality Room
 - Meet & Greet Committee chairpersons
 - Reimbursable expenses for interview travel and hotel?
 - How the Board of Education deliberation process works after interviews are complete
 - Give BOE President wiggle room for negotiations
- Next Meeting is January 30th to select finalists
 - Committees at 4:30 to read up on proposed finalists and all applicants
 - Open meeting at 7:00
 - You will select finalists and make final preparations for your interviews
- Questions, Comments, Concerns to...
 - Mike Lucas 402-366-6491