HASTINGS PUBLIC SCHOOLS
Assuring the essential.
Expanding the possible.

Regular Board Meeting

Monday, April 20, 2026 @ 6:00 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. Spotlight on Learning -

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

9. SPECIAL BOARD FUNCTIONS - Becky Sullivan -

9.1. Acceptance of Superintendent Resignation - Becky Sullivan -

9.2. Approve a Resolution to Adopt a More Current and Revised Second Half Set of the 5000 Series Policies -

9.3. Discuss, consider, and take action to employ a temporary summer grounds worker due to a conflict of interest with the Director of Technology & Operations -

9.4. Approve the 2026-2027 Master Agreement with Hastings Education Association -

9.5. Approval of E-Rate WAN Bids - Lawrence Tunks -

9.6. Approval of HVAC Bids for Hawthorne - Lawrence Tunks -

9.7. Approval of Roofing Bids - Lawrence Tunks -

9.8. Approve Tentative Graduation List - Kristen Slechta -

9.9. Approve 2026 Summer Activities Program - Kristen Slechta -

9.10. 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. Executive Session - Becky Sullivan -

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

15. 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
March 16, 2026 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 Tuesday, March 10, 2026

Jim Boeve:	Absent
Sharon Brooks:	Present
Erick Espinoza:	Present
Jodi Graves:	Present
Andrew McCarty:	Present
Tamisha Rose Osgood:	Present
Christopher Shade:	Present
Becky Sullivan:	Present
Stacie Widhelm:	Present

Jim Boeve: Present

1. CALL TO ORDER - Becky Sullivan
President Sullivan called the meeting to order.

2. Roll Call
Board member Jim Boeve joined the meeting at 6:19 p.m.

Others in attendance: Dr. Christopher Prososki, Superintendent; Denise Behrends, Administrative Assistant to the Superintendent; Kelly Brodrick, Administrative Assistant to the Superintendent; Dr. Thomas Szlanda, Director of HR and Operations; Terry Julian, Technology Facilitator; Shelly Julian, Business Manager; Tanya Evans, Director of Special Education; Kristen Slechta, Director of Learning; John Hauser, Director of Learning and Support; Jeff Linden, High School Principal; Ben Welsch, HEA President; Abby Brehm, High School Teacher; Kittie Grace, Board Candidate; Will Vraspir, Hastings Tribune; Andy Jones, Hastings Public Access TV

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 Stacie Widhelm. Motion passed

Sharon Brooks:	Yea
Erick Espinoza:	Yea
Jodi Graves:	Yea
Andrew McCarty:	Yea
Tamisha Rose Osgood:	Yea
Christopher Shade:	Yea
Becky Sullivan:	Yea
Stacie Widhelm:	Yea

Yea: 8, Nay: 0

5.2. Payment of Expenditures

Motion to approve the payment of expenditures in the amount of $5,003,846.42. Motion made by Jodi Graves, Seconded by Erick Espinoza. Motion passed

Sharon Brooks:	Yea
Erick Espinoza:	Yea
Jodi Graves:	Yea
Andrew McCarty:	Yea
Tamisha Rose Osgood:	Yea
Christopher Shade:	Yea
Becky Sullivan:	Yea
Stacie Widhelm:	Yea

Yea: 8, Nay: 0

6. RECEIVE CORRESPONDENCE - Becky Sullivan
There was no correspondence to receive.

7. Spotlight on Learning and Good News - Dr. Christopher Prososki
Superintendent Prososki shared Good News with Board Members. Dr. Prososki introduced High School Principal, Jeff Linden, to present the Spotlight on Learning. Jeff Linden shared a presentation on "What has HHS been up to?" Board members held a discussion about the presentation.

8. FIRST OPPORTUNITY FOR PUBLIC TO BE HEARD - Becky Sullivan
Delta Fajardo, HHS Debate Coach, addressed the Board.

9. SPECIAL BOARD FUNCTIONS - Becky Sullivan

9.1. Approve a Resolution to Adopt a More Current and Revised First Half Set of the 5000 Series Policies - Dr. Christopher Prososki
Superintendent Prososki reviewed the first half of the 5000 Series policies. Superintendent Prososki recommended approval of the revised set of half the 5000 series policies.

Motion to approve a Resolution to Adopt a More Current and Revised First Half Set of the 5000 Series Policies. Motion made by Jodi Graves, Seconded by Stacie Widhelm. Motion passed

Jim Boeve:	Yea
Sharon Brooks:	Yea
Erick Espinoza:	Yea
Jodi Graves:	Yea
Andrew McCarty:	Yea
Tamisha Rose Osgood:	Yea
Christopher Shade:	Yea
Becky Sullivan:	Yea
Stacie Widhelm:	Yea

Yea: 9, Nay: 0

9.2. Policy 4041: Staff Dress and Appearance

Superintendent Prososki reviewed proposed policy 4041: Staff Dress and Appearance. Dr. Prososki recommended approval of the current board policy regarding dress code. Board members held a discussion about the dress code policy.

Motion to approve Policy 4041: Staff Dress and Appearance. Motion made by Sharon Brooks, Seconded by Erick Espinoza. Motion passed

Jim Boeve:	Yea
Sharon Brooks:	Yea
Erick Espinoza:	Yea
Jodi Graves:	Yea
Andrew McCarty:	Yea
Tamisha Rose Osgood:	Yea
Christopher Shade:	Yea
Becky Sullivan:	Yea
Stacie Widhelm:	Yea

Yea: 9, Nay: 0

9.3. Approve Student Travel Requests - Kristen Slechta

Director Slechta reviewed two proposals for 2027 student foreign travel. Mrs. Slechta recommended approval of the 2027 trip proposals, to Italy and Germany, for student travel as presented. Board members held a discussion about the foreign travel requests.

Motion to approve student travel requests to Italy and Germany, as presented. Motion made by Tamisha Rose Osgood, Seconded by Sharon Brooks. Motion passed

Jim Boeve:	Yea
Sharon Brooks:	Yea
Erick Espinoza:	Yea
Jodi Graves:	Yea
Andrew McCarty:	Yea
Tamisha Rose Osgood:	Yea
Christopher Shade:	Yea
Becky Sullivan:	Yea

Stacie Widhelm:	Yea

Yea: 9, Nay: 0

9.4. Approve Custodial Supply bid - Lawrence Tunks

In the absence of Director Tunks, Superintendent Prososki reviewed the custodial supply bid for 2026-27. Dr. Prososki recommended approval of the Carpenter Paper bid in the amount of $37,370.36.

Motion to approve 2026-27 Custodial Supply bid from Carpenter Paper, in the amount of $37,370.36 as presented. Motion made by Stacie Widhelm, Seconded by Jim Boeve. Motion passed

Jim Boeve:	Yea
Sharon Brooks:	Yea
Erick Espinoza:	Yea
Jodi Graves:	Yea
Andrew McCarty:	Yea
Tamisha Rose Osgood:	Yea
Christopher Shade:	Yea
Becky Sullivan:	Yea
Stacie Widhelm:	Yea

Yea: 9, Nay: 0

9.5. Approve Internet bids - Lawrence Tunks

In the absence of Director Tunks, Superintendent Prososki reviewed the internet services proposals and shared e-rate information with Board members. Dr. Prososki recommended approval of the internet services bid from Pine Cove in the amount of $247,537 ($49,507.40 is HPS cost after reimbursement) to upgrade switches, APs, battery backups, and wiring to become Wi-Fi 7 ready. Board members held a discussion about E-Rate and internet services.

Motion to approve Internet bids for analytics services from Pine Cove Consulting in a total amount of $247,537.90. Motion made by Jodi Graves, Seconded by Christopher Shade. Motion passed

Jim Boeve:	Yea
Sharon Brooks:	Yea
Erick Espinoza:	Yea
Jodi Graves:	Yea
Andrew McCarty:	Yea
Tamisha Rose Osgood:	Yea
Christopher Shade:	Yea
Becky Sullivan:	Yea
Stacie Widhelm:	Yea

Yea: 9, Nay: 0

9.6. Approve COPS grant Video Board purchase - Lawrence Tunks
In the absence of Director Tunks, Superintendent Prososki reviewed bids for the purchase of video boards as part of the COPS grant. Dr. Prososki recommended purchase of the video boards as presented. Board members held a discussion about the video board purchase.

Motion to approve purchase of video boards via the COPS grant, as presented. Motion made by Erick Espinoza, Seconded by Jim Boeve. Motion passed

Jim Boeve:	Yea
Sharon Brooks:	Yea
Erick Espinoza:	Yea
Jodi Graves:	Yea
Andrew McCarty:	Yea
Tamisha Rose Osgood:	Yea
Christopher Shade:	Yea
Becky Sullivan:	Yea
Stacie Widhelm:	Yea

Yea: 9, Nay: 0

9.7. CONSENT AGENDA - Dr. Thomas Szlanda
Director Szlanda informed Board members of 13 certificated, 7 classified, and 18 extra-standard positions that are currently unfilled throughout the district. Dr. Szlanda recommended approval of the personnel agenda as presented. Board members held a discussion about staffing.

Motion to approve consent agenda as presented. Motion made by Jim Boeve, Seconded by Stacie Widhelm. Motion passed

Jim Boeve:	Yea
Sharon Brooks:	Yea
Erick Espinoza:	Yea
Jodi Graves:	Yea
Andrew McCarty:	Yea
Tamisha Rose Osgood:	Yea
Christopher Shade:	Yea
Becky Sullivan:	Yea
Stacie Widhelm:	Yea

Yea: 9, Nay: 0

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 the work session meeting on Thursday, April 16, 2026 and regular Board meeting on Monday, April 20, 2026.

President Sullivan and other Board members thanked Board Recording Secretary Denise Behrends for 21 years of service to the district.

12. MEDIA SPOKESPERSON - Becky Sullivan
President Sullivan announced Jodi Graves will serve as the media spokesperson to review the Board Meeting.

13. ADJOURNMENT - Becky Sullivan
Meeting adjourned at 6:48 p.m.

Motion to adjourn meeting. Motion made by Andrew McCarty, Seconded by Stacie Widhelm. Motion passed

Jim Boeve:	Yea
Sharon Brooks:	Yea
Erick Espinoza:	Yea
Jodi Graves:	Yea
Andrew McCarty:	Yea
Tamisha Rose Osgood:	Yea
Christopher Shade:	Yea
Becky Sullivan:	Yea
Stacie Widhelm:	Yea

Yea: 9, Nay: 0

Denise Behrends, Board Recording Secretary

Hastings Public Schools
Work Session Minutes
March 12, 2026 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, March 6, 2026

Jim Boeve:	Present
Sharon Brooks:	Present
Erick Espinoza:	Present
Jodi Graves:	Present
Andrew McCarty:	Absent
Tamisha Rose Osgood:	Present
Christopher Shade:	Present
Becky Sullivan:	Present
Stacie Widhelm:	Present

1. Roll Call
President Sullivan called the meeting to order.

Others in attendance: Dr. Christopher Prososki, Superintendent; Denise Behrends, Administrative Assistant to the Superintendent; Kelly Brodrick, Administrative Assistant to the Superintendent; Dr. Thomas Szlanda, Director of HR and Operations; Chris Schukei, Director of HPS Foundation; Terry Julian, Technology Facilitator; Shelly Julian, Business Manager; Tanya Evans, Director of Special Education; Kristen Slechta, Director of Learning; Jeff Linden, High School Principal; Sara Horstmann, Morton ELC Principal; Ben Welsch, HEA President; Liz Vanderpool, High School Teacher; Christian Yost; High School Teacher; Abby Brehm, High School Teacher; Kittie Grace, Board Candidate; Will Vraspir, Hastings Tribune; Andy Jones, Hastings Public Access TV

Motion to excuse Board member, Andrew McCarty from the meeting. Motion made by Sharon Brooks, Seconded by Jodi Graves. Motion passed

Jim Boeve:	Yea
Sharon Brooks:	Yea
Erick Espinoza:	Yea
Jodi Graves:	Yea
Tamisha Rose Osgood:	Yea
Christopher Shade:	Yea
Becky Sullivan:	Yea
Stacie Widhelm:	Yea

Yea: 8, Nay: 0

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 members Stacie Widhelm, Jodi Graves, Becky Sullivan, and Sharon Brooks spoke about their PLC and building visits. Board members Chris Shade, Tamisha Rose Osgood, Jodi Graves, Erick Espinoza, and Sharon Brooks discussed their attendance at the High School Choir events. Board member Graves discussed the economic and community impact of a weekend volleyball event. Board member Espinoza noted that he has reached out to Senator Lonowski regarding LB 1034. Board members Jim Boeve and Sharon Brooks noted their participation in Dr. Seuss day at Alcott.

6. SUPERINTENDENT'S REPORT - Dr. Christopher Prososki
Superintendent Prososki reviewed his report with Board members.

Dr. Prososki informed board members that ESU 9 will be hosting a District 28 candidate forum on April 14 from 9:30 am to 12:00 pm and is open to all superintendents and school board members.

Superintendent Prososki discussed attending the most recent GNSA meeting in Lincoln. He and Board member Brooks had a chance to meet with Senator Lonowski during the meeting.

Dr. Prososki discussed attending a board workshop put on by Justin Knight at ESU 9. He and Board member Chris Shade learned about legal requirements in Nebraska.

Superintendent Prososki reviewed LB 1219, which would establish a new "hard cap" on the total amount of property taxes that may be levied by any political subdivision. Dr. Prososki noted this is a bill of high concern being monitored closely by NASB. He also shared a Priority Designations handout from NASB. The handout reviews every senator's priority and the stance of NASB on the proposed measures.

7. Policy Review: First Half of the 5000 Series Policies
Superintendent Prososki led Board members through a review of the first half of 5000 Series policies. Board members held a discussion about the 5000 series policies to be adopted at the regular Board meeting.

8. Table Policy 4032: Professional Growth
Superintendent Prososki and Director Slechta discussed Policy 4032: Professional Growth. This policy is again being tabled for further study and discussion. No action will be taken this month. Board members held a discussion about Policy 4032.

9. Policy 4041: Staff Dress and Appearance
Superintendent Prososki reviewed proposed policy 4041: Staff Dress and Appearance. Dr. Prososki will recommend approval of the current board policy regarding dress code.

10. Approve Student Travel Requests - Kristen Slechta
Director Slechta reviewed two proposals for 2027 student foreign travel. Show Choir Director

Christian Yost discussed a new student travel request for the show choir to travel to Italy in June 2027. This trip is a cooperative effort with the Grand Island Northwest show choir. Mrs. Slechta will recommend approval of the 2027 trip proposals for student travel as presented. Board members held a discussion about the foreign travel requests.

11. Report on Committee on American Civics - Kristen Slechta
Director Kristen Slechta reviewed the minutes of the second meeting of the Committee on American Civics. Board members Shade, Widhelm, and McCarty attended the meeting. Board members held a discussion about the American Civics committee meeting.

12. High School Graduation Requirements Presentation — Kristen Slechta
Director Slechta reviewed a proposal to increase the high school's graduation credit requirement from 225 to 250. High School Principal Jeff Linden and High Schools Teacher Liz Vanderpool shared a presentation about the proposed credit requirement increase. Superintendent Prososki informed board members that this is an introductory proposal and the topic will be brought back to the board for action in May. Board members held a discussion about the credit requirement proposal.

13. Approve Technology Rotation schedule - Lawrence Tunks
In the absence of Director Tunks, Superintendent Prososki and Technology Facilitator Terry Julian reviewed the technology rotation schedule with Board members. Board members held a discussion about the technology plan. They requested further information and asked that the topic be tabled. No action will be taken on this item at the regular board meeting.

14. Approve Custodial Paper bid - Lawrence Tunks
In the absence of Director Tunks, Superintendent Prososki reviewed the custodial supply bid for 2026-27. Carpenter Paper was the only vendor with a total above $20,000.00. Dr. Prososki will recommend approval of the Carpenter Paper bid in the amount of $37,370.36. Board members held a discussion about the custodial bid.

15. Approve Internet bids - Lawrence Tunks
In the absence of Director Tunks, Superintendent Prososki reviewed the internet services proposals and shared e-rate information with Board members. Dr. Prososki will recommend approval of internet services bid from Pine Cove in the amount of $247,537 ($49,507.40 is HPS cost) to upgrade switches, APs, battery backups, and wiring to become wi-fi 7 ready. Board members held a discussion about the E-Rate project and internet services.

16. Approve COPS grant Video Board purchase - Lawrence Tunks
In the absence of Director Tunks, Superintendent Prososki reviewed bids for the purchase video boards as part of the COPS grant. Board members held a discussion about the video board purchase and requested further information about the purchase, including all bids received for the project.

17. *Consent Agenda - Dr. Thomas Szlanda
Director Szlanda informed Board members of 12 certificated, 7 classified, and 17 extra-standard positions that are currently unfilled throughout the district. He reminded Board members of the March 15th deadline for resignations to be received for certificated staff. Dr. Szlanda will recommend approval of the personnel agenda as presented. Board members held a discussion about staffing.

18. OPPORTUNITY FOR PUBLIC TO BE HEARD - Becky Sullivan
Ben Welsch, HEA President, addressed the Board.

19. Reminders - Becky Sullivan
President Sullivan reminded Board members of the regular meeting on Monday, March 16, 2026 at 6:00 p.m.

20. Executive Session - Becky Sullivan
Board members went into closed session at 7:42 p.m.

Motion to go into closed session. Motion made by Jodi Graves, Seconded by Sharon Brooks. Motion passed

Jim Boeve:	Yea
Sharon Brooks:	Yea
Erick Espinoza:	Yea
Jodi Graves:	Yea
Tamisha Rose Osgood:	Yea
Christopher Shade:	Yea
Becky Sullivan:	Yea
Stacie Widhelm:	Yea

Yea: 8, Nay: 0

21. The Board of Education returns to Open Session - Becky Sullivan
The Board of Education returned to Open Session at 8:15 p.m. President Sullivan verified that discussion was confined to personnel issues and no action was taken.

22. Adjournment - Becky Sullivan
Meeting adjourned at 8:16 p.m.

Motion to adjourn meeting. Motion made by Tamisha Rose Osgood, Seconded by Stacie Widhelm. Motion passed

Jim Boeve:	Yea
Sharon Brooks:	Yea
Erick Espinoza:	Yea
Jodi Graves:	Yea
Tamisha Rose Osgood:	Yea
Christopher Shade:	Yea
Becky Sullivan:	Yea
Stacie Widhelm:	Yea

Yea: 8, Nay: 0

Denise Behrends, Board Recording Secretary

Bank Name	Check Number	Date	Payee
Five Points Bank	145990	3/16/2026	MIDWEST RESTAURANT SUPPLY
Five Points Bank	145989	3/16/2026	EAKES OFFICE SOLUTIONS
Five Points Bank	145988	3/16/2026	BIG G ACE
Five Points Bank	145987	3/16/2026	ZIGELSTEIN, RENATA LO
Five Points Bank	145986	3/16/2026	ZECKSER, BROOKE
Five Points Bank	145985	3/16/2026	YANDAS MUSIC
Five Points Bank	145984	3/16/2026	WOODWARDS DISPOSAL SERVICE
Five Points Bank	145983	3/16/2026	WOLF, ANN E HHS
Five Points Bank	145982	3/16/2026	WEST MUSIC COMPANY
Five Points Bank	145981	3/16/2026	WABI SABI BEHAVIORAL HEALTH CENTER, LLC
Five Points Bank	145980	3/16/2026	W.G. PAULEY LUMBER COMPANY
Five Points Bank	145979	3/16/2026	VERIZON WIRELESS
Five Points Bank	145978	3/16/2026	VARITRONICS, LLC
Five Points Bank	145977	3/16/2026	UTECHT, JOANNA P
Five Points Bank	145976	3/16/2026	TK ELEVATOR CORPORATION
Five Points Bank	145975	3/16/2026	TITAN MACHINERY
Five Points Bank	145974	3/16/2026	SWEENEY, SHANNON
Five Points Bank	145973	3/16/2026	SUMMIT ACADEMY LLC
Five Points Bank	145972	3/16/2026	STRAATMANN, STONEY
Five Points Bank	145971	3/16/2026	STOKELY, KELSEY
Five Points Bank	145970	3/16/2026	STELLING BRASS & WINDS INC.
Five Points Bank	145969	3/16/2026	STEINHAUER, MEGAN G HHS
Five Points Bank	145968	3/16/2026	STAPLES, INC
Five Points Bank	145967	3/16/2026	SOUTHWORTH, PAULA D.
Five Points Bank	145966	3/16/2026	SOLIANT HEALTH, LLC
Five Points Bank	145965	3/16/2026	SNELL, ANN
Five Points Bank	145964	3/16/2026	SMITH, KIMBERLY
Five Points Bank	145963	3/16/2026	SMITH, ERICA
Five Points Bank	145962	3/16/2026	SMITH, ALEXANDER
Five Points Bank	145961	3/16/2026	SLECHTA KRISTEN ADM
Five Points Bank	145960	3/16/2026	SHRIVER, SHARON A.
Five Points Bank	145959	3/16/2026	SHIPMAN, ANGELA L
Five Points Bank	145958	3/16/2026	SHERWIN-WILLIAMS CO
Five Points Bank	145957	3/16/2026	SERRANO, EUNICE
Five Points Bank	145955	3/16/2026	SCHOLASTIC BOOK FAIRS - 8
Five Points Bank	145954	3/16/2026	RUTTS HEATING & AIR CONDITIONING INC
Five Points Bank	145953	3/16/2026	RUTHERFORD, MICHAEL D
Five Points Bank	145952	3/16/2026	RUSS'S IGA
Five Points Bank	145951	3/16/2026	ROMAN, TERESA
Five Points Bank	145950	3/16/2026	REMMERS KIM HA
Five Points Bank	145949	3/16/2026	REHBEIN, MICHELLE WA
Five Points Bank	145948	3/16/2026	RAYNOR GARAGE DOORS OF CE. NE.
Five Points Bank	145947	3/16/2026	PROSOSKI, CHRISTOPHER
Five Points Bank	145946	3/16/2026	PROPIO LS LLC
Five Points Bank	145945	3/16/2026	POWERSCHOOL GROUP LLC
Five Points Bank	145944	3/16/2026	PORTER, SHYANNE

Five Points Bank	145943	3/16/2026	POOH CORNER WEST
Five Points Bank	145942	3/16/2026	PHYS THERAPY & SPORT REHAB
Five Points Bank	145941	3/16/2026	PFEIFER, SHELLI M MS
Five Points Bank	145940	3/16/2026	PETR, MCKENZIE
Five Points Bank	145939	3/16/2026	PEPSI OF HASTINGS -
Five Points Bank	145938	3/16/2026	PAVELKA TRUCK & TRAILER
Five Points Bank	145937	3/16/2026	PAULSON, MACKENZIE
Five Points Bank	145936	3/16/2026	OMAHA TRUCK CENTER
Five Points Bank	145935	3/16/2026	NORTHWEST ELECTRIC, LLC
Five Points Bank	145934	3/16/2026	NIEMEYER, CHRISTINE
Five Points Bank	145933	3/16/2026	NEBRASKA-IOWA IND FASTENER
Five Points Bank	145932	3/16/2026	NEBRASKA SCIENTIFIC
Five Points Bank	145931	3/16/2026	NE SAFETY CENTER @ UNK
Five Points Bank	145930	3/16/2026	NCS PEARSON, INC
Five Points Bank	145929	3/16/2026	NAPA AUTO PARTS
Five Points Bank	145928	3/16/2026	MIDWEST TURF & IRRIGATION
Five Points Bank	145927	3/16/2026	MID-STATES AUTOMATION & CONTROL INC
Five Points Bank	145926	3/16/2026	METCALF, TABITHA
Five Points Bank	145925	3/16/2026	MENARDS
Five Points Bank	145924	3/16/2026	MAYES, MICHAELA D.
Five Points Bank	145923	3/16/2026	MATT FRIEND TRUCK EQUIPMENT, INC.
Five Points Bank	145922	3/16/2026	MARTINEZ, JAMI
Five Points Bank	145921	3/16/2026	MARCOTTE, DESTINY
Five Points Bank	145920	3/16/2026	MANKIN, SKY E WA
Five Points Bank	145919	3/16/2026	LITTLE STINGERS CHILD CARE
Five Points Bank	145918	3/16/2026	LESSONPIX, INC.
Five Points Bank	145917	3/16/2026	LESONIK, AMY
Five Points Bank	145916	3/16/2026	LEARNING A-Z
Five Points Bank	145915	3/16/2026	LAUX, KENDRA HS
Five Points Bank	145914	3/16/2026	LAUENSTEIN, MARY
Five Points Bank	145913	3/16/2026	LAKESHORE LEARNING MATERIALS
Five Points Bank	145912	3/16/2026	KULLY PIPE & STEEL CO
Five Points Bank	145911	3/16/2026	KULEK, RICKY
Five Points Bank	145910	3/16/2026	KSB SCHOOL LAW, PC, LLO
Five Points Bank	145909	3/16/2026	KENESAW MOTORS
Five Points Bank	145908	3/16/2026	KEELE, WENDY MO
Five Points Bank	145907	3/16/2026	KATHMAN, NICOLE
Five Points Bank	145906	3/16/2026	JONES, GREGORY
Five Points Bank	145905	3/16/2026	JOHNSON, KAYLA MO
Five Points Bank	145904	3/16/2026	JOHNSON HARDWARE COMPANY
Five Points Bank	145903	3/16/2026	JAURIGUI-PINA, BRENDA E.
Five Points Bank	145902	3/16/2026	JACOBI CARPET ONE FLOOR & HOME-
Five Points Bank	145901	3/16/2026	JACKSON GLASS
Five Points Bank	145900	3/16/2026	J W PEPPER & SONS INC.
Five Points Bank	145899	3/16/2026	ISLAND SUPPLY WELDING
Five Points Bank	145898	3/16/2026	INK CREDIBLE INC.
Five Points Bank	145897	3/16/2026	INGRAM LIBRARY SERVICES

Five Points Bank	145896	3/16/2026	IMPLEMENTATION CONSULTING GROUP, LLC
Five Points Bank	145895	3/16/2026	IDEA BANK MARKETING
Five Points Bank	145894	3/16/2026	HORTON, DONNA
Five Points Bank	145893	3/16/2026	HOPPE, JILL MS
Five Points Bank	145892	3/16/2026	HOMETOWN LEASING
Five Points Bank	145891	3/16/2026	HOINS, SARAH
Five Points Bank	145890	3/16/2026	HERMAN, ART
Five Points Bank	145889	3/16/2026	HEARTLAND BUSINESS SYSTEMS, LLC
Five Points Bank	145888	3/16/2026	HD SUPPLY
Five Points Bank	145887	3/16/2026	HAYES, XYERIA
Five Points Bank	145886	3/16/2026	HAUSER, JOHN W ADMIN
Five Points Bank	145885	3/16/2026	HASTINGS UTILITIES
Five Points Bank	145884	3/16/2026	HASTINGS TRIBUNE
Five Points Bank	145883	3/16/2026	HASTINGS PUBLIC SCHOOLS
Five Points Bank	145882	3/16/2026	HASTINGS OUTDOOR POWER, LLC
Five Points Bank	145881	3/16/2026	HASTINGS EARLY CHILD DEVELOPMENT
Five Points Bank	145880	3/16/2026	HARTZELL, TRACY
Five Points Bank	145879	3/16/2026	HANSEN, CLINT
Five Points Bank	145878	3/16/2026	GRAVITT, JARED T
Five Points Bank	145877	3/16/2026	GRACES LOCKSMITH SERVICE
Five Points Bank	145876	3/16/2026	GONZALES LEGON, DANIA A
Five Points Bank	145875	3/16/2026	GO PHYSICAL THERAPY, LLC
Five Points Bank	145874	3/16/2026	GLORE, CHRISTINA
Five Points Bank	145873	3/16/2026	GILMORE & BELL PC
Five Points Bank	145872	3/16/2026	GILLHAM, CLARISSA SH
Five Points Bank	145871	3/16/2026	GENERAL PARTS
Five Points Bank	145870	3/16/2026	GEIGER, MATTHEW C
Five Points Bank	145869	3/16/2026	GEGG, JANELLE HHS
Five Points Bank	145868	3/16/2026	GARETT, MADISON
Five Points Bank	145867	3/16/2026	FLOYD'S TRUCK CENTER
Five Points Bank	145866	3/16/2026	FIELDER, JIM SH
Five Points Bank	145865	3/16/2026	EVERDRIVEN TECHNOLOGIES, LLC
Five Points Bank	145864	3/16/2026	ESSEX, CHANDRA A
Five Points Bank	145863	3/16/2026	ENGBERG, SCOTT
Five Points Bank	145862	3/16/2026	ELLINGSON, SADIE
Five Points Bank	145861	3/16/2026	EILEENS COLOSSAL COOKIES, INC.
Five Points Bank	145860	3/16/2026	ED SERV UNIT 9
Five Points Bank	145859	3/16/2026	ED SERV UNIT 10
Five Points Bank	145858	3/16/2026	ECHO ELECTRIC SUPPLY
Five Points Bank	145856	3/16/2026	EAGLE BUILDING SERVICES, LLC
Five Points Bank	145855	3/16/2026	DUTTON-LAINSON
Five Points Bank	145854	3/16/2026	DOUGLAS, TRACY SH
Five Points Bank	145853	3/16/2026	DIETZE MUSIC
Five Points Bank	145852	3/16/2026	DIAZ, EZPERANZA
Five Points Bank	145851	3/16/2026	DETAMORE, STEPHANIE MS
Five Points Bank	145850	3/16/2026	DEMCO, INC.
Five Points Bank	145849	3/16/2026	DAS STATE ACCOUNTING - CENTRAL FINANCE

Five Points Bank	145848	3/16/2026	CULLIGAN OF HASTINGS
Five Points Bank	145847	3/16/2026	CREECH, LIZ LO
Five Points Bank	145846	3/16/2026	CPI/COOPERATIVE PRODUCERS, INC
Five Points Bank	145845	3/16/2026	CORNHUSKER PRESS
Five Points Bank	145844	3/16/2026	CONSOLIDATED CONCRETE CO.
Five Points Bank	145843	3/16/2026	COMPUTER HARDWARE, INC
Five Points Bank	145842	3/16/2026	CLAY, ALAYNA LO
Five Points Bank	145841	3/16/2026	CITY OF HASTINGS SOLID WASTE DEPT.
Five Points Bank	145840	3/16/2026	CITY OF HASTINGS 911
Five Points Bank	145839	3/16/2026	CENTRAL COMMUNITY COLLEGE - HA
Five Points Bank	145838	3/16/2026	CARVER, MORGAN
Five Points Bank	145837	3/16/2026	CARLSON, MICHELLE
Five Points Bank	145836	3/16/2026	Capital Sanitary Supply Co., Inc
Five Points Bank	145835	3/16/2026	CALDWELL, HILARY
Five Points Bank	145834	3/16/2026	C4 OPERATIONS, LLC
Five Points Bank	145833	3/16/2026	BURLINGTON ENGLISH INC.
Five Points Bank	145832	3/16/2026	BRIGHTSIDE CHILD CARE CENTER LLC
Five Points Bank	145831	3/16/2026	BRIDWELL, MCKENZIE
Five Points Bank	145830	3/16/2026	BREHM, ABBY L HHS
Five Points Bank	145829	3/16/2026	BOCKERMAN, JAMEE AL
Five Points Bank	145828	3/16/2026	BLUE HILL FURNITURE
Five Points Bank	145827	3/16/2026	BLUE HILL EARLY LEARNING CENTER
Five Points Bank	145826	3/16/2026	BITTFIELD, JEFF HS
Five Points Bank	145824	3/16/2026	BIG DALLY'S DELI
Five Points Bank	145823	3/16/2026	BELIKOVA-ERICKSON, IRINA LO
Five Points Bank	145822	3/16/2026	ASSOCIATED STAFFING, INC.
Five Points Bank	145821	3/16/2026	APODACA, IRIS
Five Points Bank	145820	3/16/2026	AMERICAN FENCE COMPANY
Five Points Bank	145819	3/16/2026	ALLENS B & R #32
Five Points Bank	145818	3/16/2026	ADVANCE SERVICES INC.
Five Points Bank	145817	3/16/2026	ACKERMAN, LONNIE
Five Points Bank	145814	3/2/2026	SELBY, MONTE
Five Points Bank	145813	3/2/2026	SCHOLASTIC, INC
Five Points Bank	145812	3/2/2026	SCHOLASTIC BOOK FAIRS - 8
Five Points Bank	145811	3/2/2026	LOETTERLE RONDA WA
Five Points Bank	145810	3/2/2026	HIECHEL, KIM
Five Points Bank	145809	3/2/2026	HASTINGS PUBLIC SCHOOLS FOUNDATION
Five Points Bank	145808	3/2/2026	HASTINGS PUBLIC SCHOOLS
Five Points Bank	145807	3/2/2026	CHARTWELLS DINING SERVICES
Five Points Bank	145806	3/2/2026	A.R.M. PROPERTIES, LLC
			Total Checks
			ACH's
			US Bank
			NE Dept of Labor - EMP Benefit
			Omnify
			Lunchtime - LF
			Amazon

			Total ACH's
			Total Vendor Payment

Amount	Voucher #
$2,541.50	1239
$1,259.59	1239
$471.67	1239
$97.36	1238
$60.00	1238
$1,486.96	1238
$3,810.00	1238
$19.23	1238
$5,010.52	1238
$14,957.50	1238
$43.72	1238
$420.08	1238
$224.39	1238
$43.31	1238
$1,546.23	1238
$1,166.83	1238
$13.05	1238
$50,409.17	1238
$400.00	1238
$3,567.00	1238
$460.00	1238
$60.43	1238
$142.23	1238
$1,710.75	1238
$18,228.00	1238
$260.00	1238
$120.00	1238
$120.00	1238
$120.00	1238
$258.10	1238
$1,380.00	1238
$105.09	1238
$120.44	1238
$46.98	1238
$1,222.43	1238
$19,153.00	1238
$20.90	1238
$1,643.02	1238
$120.00	1238
$60.42	1238
$126.25	1238
$21.40	1238
$479.88	1238
$56.03	1238
$4,733.99	1238
$120.00	1238

$3,100.00	1238
$14,005.68	1238
$11.87	1238
$120.00	1238
$428.89	1238
$381.31	1238
$60.00	1238
$2,105.80	1238
$487.85	1238
$763.00	1238
$203.40	1238
$457.88	1238
$625.00	1238
$288.14	1238
$5,878.46	1238
$2,520.89	1238
$3,685.00	1238
$120.00	1238
$1,045.41	1238
$120.00	1238
$11.75	1238
$120.00	1238
$120.00	1238
$19.25	1238
$600.00	1238
$22.99	1238
$120.00	1238
$374.00	1238
$25.59	1238
$60.00	1238
$1,148.54	1238
$304.15	1238
$120.00	1238
$4,451.28	1238
$96.19	1238
$107.45	1238
$60.00	1238
$16.96	1238
$86.28	1238
$3,400.00	1238
$44.00	1238
$48.60	1238
$720.12	1238
$279.99	1238
$156.29	1238
$120.00	1238
$472.52	1238

$11,250.00	1238
$856.00	1238
$140.00	1238
$59.26	1238
$9,866.04	1238
$160.00	1238
$36.43	1238
$1,413.75	1238
$4,528.35	1238
$120.00	1238
$16.02	1238
$101,759.60	1238
$664.59	1238
$1,737.65	1238
$234.00	1238
$3,896.00	1238
$60.00	1238
$120.00	1238
$20.73	1238
$505.00	1238
$360.03	1238
$53,703.44	1238
$240.00	1238
$1,800.00	1238
$23.09	1238
$146.88	1238
$59.88	1238
$19.99	1238
$260.00	1238
$11,873.54	1238
$63.00	1238
$3,082.00	1238
$31.92	1238
$9.03	1238
$300.00	1238
$49.00	1238
$40,839.95	1238
$239.39	1238
$463.62	1238
$15,375.36	1238
$2,433.51	1238
$535.05	1238
$307.60	1238
$235.79	1238
$199.61	1238
$935.17	1238
$635.74	1238

$990.15	1238
$22.45	1238
$9,470.54	1238
$208.67	1238
$209.37	1238
$32,279.00	1238
$21.40	1238
$14.40	1238
$1,350.00	1238
$460.00	1238
$120.00	1238
$1,893.06	1238
$1,259.50	1238
$36.00	1238
$1,162.50	1238
$3,360.00	1238
$2,220.00	1238
$120.00	1238
$22.36	1238
$60.00	1238
$1,600.00	1238
$120.00	1238
$6.30	1238
$839.56	1238
$81.84	1238
$18,529.19	1238
$120.00	1238
$3,666.00	1238
$505.05	1238
$475.40	1238
$300.00	1238
$1,000.00	1231
$2,679.43	1231
$2,771.95	1231
$71.17	1231
$239.45	1231
$2,000.00	1231
$1,028.24	1231
$275.45	1231
$8,400.00	1231
$559,606.42	
$11,388.55	
$4,851.14	
$372.00	
$482,238.58	
$9,531.59	

$508,381.86	
$1,067,988.28	

Bank Name	Check Number	Date	Payee	Amount	Type	Voucher #
Pinnacle Bank	17778	3/12/2026	Westridge Middle School	$150.00	Expense	1240
Pinnacle Bank	17777	3/12/2026	WAVERLY HIGH SCHOOL	$6,469.50	Expense	1240
Pinnacle Bank	17776	3/12/2026	W.G. PAULEY LUMBER COMPANY	$469.66	Expense	1240
Pinnacle Bank	17775	3/12/2026	TUCKER, HANNAH R	$154.68	Expense	1240
Pinnacle Bank	17774	3/12/2026	TRUONG, JIMMY	$100.00	Expense	1240
Pinnacle Bank	17773	3/12/2026	TICKLE, ROD	$101.25	Expense	1240
Pinnacle Bank	17772	3/12/2026	THE CORNHUSKER MARRIOTT	$2,045.04	Expense	1240
Pinnacle Bank	17771	3/12/2026	SORGENFREI, ELIZABETH HS	$25.92	Expense	1240
Pinnacle Bank	17770	3/12/2026	SHIRT SHACK- HASTINGS	$750.00	Expense	1240
Pinnacle Bank	17769	3/12/2026	RUSS'S IGA	$1,875.90	Expense	1240
Pinnacle Bank	17768	3/12/2026	REYNOLDS, JEANNE	$753.75	Expense	1240
Pinnacle Bank	17767	3/12/2026	PEDROZA, CHRIS LO	$90.55	Expense	1240
Pinnacle Bank	17766	3/12/2026	PAPILLION LaVISTA HIGH SCHOOL	$200.00	Expense	1240
Pinnacle Bank	17765	3/12/2026	OCHSNER, CODY	$177.87	Expense	1240
Pinnacle Bank	17764	3/12/2026	O'REILLY AUTO PARTS	$79.86	Expense	1240
Pinnacle Bank	17763	3/12/2026	NSAA	$513.17	Expense	1240
Pinnacle Bank	17762	3/12/2026	MIDWEST RESTAURANT SUPPLY	$2,541.50	Expense	1240
Pinnacle Bank	17761	3/12/2026	MID-AMERICA	$1,800.00	Expense	1240
Pinnacle Bank	17760	3/12/2026	MENARDS	$2,003.27	Expense	1240
Pinnacle Bank	17759	3/12/2026	MCMASTER-CARR	$211.09	Expense	1240
Pinnacle Bank	17758	3/12/2026	MARTINEZ, ANGELO HHS	$299.33	Expense	1240
Pinnacle Bank	17757	3/12/2026	KOLBET, LAURIE	$761.25	Expense	1240
Pinnacle Bank	17756	3/12/2026	KLAMM, RICHARD W. JR.	$678.75	Expense	1240
Pinnacle Bank	17755	3/12/2026	KLAMM, LINDA	$832.50	Expense	1240
Pinnacle Bank	17754	3/12/2026	KEARNEY HIGH SCHOOL	$120.00	Expense	1240
Pinnacle Bank	17753	3/12/2026	JOHNSEN, MOLLY	$142.50	Expense	1240
Pinnacle Bank	17752	3/12/2026	ISLAND SUPPLY WELDING	$550.94	Expense	1240
Pinnacle Bank	17751	3/12/2026	HUDSON, PEYTIN	$251.25	Expense	1240
Pinnacle Bank	17750	3/12/2026	HUDSON, BILLY	$191.25	Expense	1240
Pinnacle Bank	17749	3/12/2026	HENLEY, WILLIAM	$277.06	Expense	1240
Pinnacle Bank	17748	3/12/2026	HAWES, ELIZABETH	$31.91	Expense	1240
Pinnacle Bank	17747	3/12/2026	HASTINGS PUBLIC SCHOOLS	$4,100.00	Expense	1240
Pinnacle Bank	17746	3/12/2026	HASTINGS LITERACY PROGRAM	$55.05	Expense	1240
Pinnacle Bank	17745	3/12/2026	GAME ONE	$2,079.35	Expense	1240
Pinnacle Bank	17744	3/12/2026	FUNKEY, KATIE HS	$42.12	Expense	1240
Pinnacle Bank	17743	3/12/2026	FIELDER, JIM SH	$206.84	Expense	1240
Pinnacle Bank	17742	3/12/2026	FAJARDO, DELTA SH	$24.75	Expense	1240
Pinnacle Bank	17741	3/12/2026	ELSMORE SWIM SHOP	$119.50	Expense	1240
Pinnacle Bank	17740	3/12/2026	DWYER, LAURA J HHS	$720.00	Expense	1240
Pinnacle Bank	17739	3/12/2026	CORNHUSKER PRESS	$277.00	Expense	1240
Pinnacle Bank	17738	3/12/2026	COMPETITIVE EDGE	$750.00	Expense	1240
Pinnacle Bank	17737	3/12/2026	CLASSIC SPORTSWEAR & AWARDS	$450.65	Expense	1240
Pinnacle Bank	17736	3/12/2026	CITY OF HASTINGS _15870	$11.00	Expense	1240
Pinnacle Bank	17735	3/12/2026	CERVENY, ISABELLA	$112.50	Expense	1240
Pinnacle Bank	17734	3/12/2026	BSN SPORTS, INC.	$616.20	Expense	1240
Pinnacle Bank	17733	3/12/2026	BROOKLYN DEBATE LEAGUE	$10.00	Expense	1240
Pinnacle Bank	17732	3/12/2026	BRIONES, ERIK	$100.00	Expense	1240
Pinnacle Bank	17731	3/12/2026	BIG G ACE	$225.49	Expense	1240
Pinnacle Bank	17730	3/12/2026	BECKENHAUER, WILLIAM	$116.25	Expense	1240
Pinnacle Bank	17729	3/12/2026	ARNOLD MOTOR COMPANY	$138.58	Expense	1240
Pinnacle Bank	17728	3/12/2026	ANDERSON, BENJAMIN JAY	$100.00	Expense	1240
Pinnacle Bank	17727	3/5/2026	STICKELS, TROY	$135.00	Expense	1235
Pinnacle Bank	17726	3/5/2026	SCOTCHMAN METAL FABRICATING SOLUTIONS	$134.77	Expense	1235
Pinnacle Bank	17725	3/5/2026	RAMKOTA COMPANIES INC	$11,422.80	Expense	1235
Pinnacle Bank	17724	3/5/2026	PEPSI OF HASTINGS -	$233.90	Expense	1235
Pinnacle Bank	17723	3/5/2026	MENARDS	$84.83	Expense	1235

Pinnacle Bank	17722	3/5/2026	LEBAR, ADAM	$135.00	Expense	1235
Pinnacle Bank	17721	3/5/2026	LAUX, BRIAN HS	$403.10	Expense	1235
Pinnacle Bank	17720	3/5/2026	JARZYNKA, JULIE L	$79.77	Expense	1235
Pinnacle Bank	17719	3/5/2026	HASTINGS PUBLIC SCHOOLS	$153.58	Expense	1235
Pinnacle Bank	17718	3/5/2026	EILEENS COLOSSAL COOKIES, INC.	$21.00	Expense	1235
Pinnacle Bank	17717	3/5/2026	EARL MAY SEED & NURSERY L.C.	$313.47	Expense	1235
Pinnacle Bank	17716	3/5/2026	DETAMORE, STEPHANIE MS	$48.58	Expense	1235
Pinnacle Bank	17715	3/5/2026	BELLEVUE WEST HIGH SCHOOL	$330.00	Expense	1235
Pinnacle Bank	17714	3/5/2026	BEHRENS, JOHN	$135.00	Expense	1235
Pinnacle Bank	17713	3/5/2026	ALLENS B & R #32	$55.20	Expense	1235
Pinnacle Bank	17712	2/26/2026	W.G. PAULEY LUMBER COMPANY	$82.42	Expense	1230
Pinnacle Bank	17711	2/26/2026	Turner, Vivienne	$49.43	Expense	1230
Pinnacle Bank	17710	2/26/2026	SKILLS USA	$80.00	Expense	1230
Pinnacle Bank	17709	2/26/2026	RUSS'S IGA	$36.75	Expense	1230
Pinnacle Bank	17708	2/26/2026	PFEIL, CHRISTINA MS	$22.00	Expense	1230
Pinnacle Bank	17707	2/26/2026	PEPSI OF HASTINGS -	$249.80	Expense	1230
Pinnacle Bank	17706	2/26/2026	PEDROZA, CHRIS LO	$65.35	Expense	1230
Pinnacle Bank	17705	2/26/2026	PAWLOSKI, CHASE	$500.00	Expense	1230
Pinnacle Bank	17704	2/26/2026	PASTIME LANES	$1,392.00	Expense	1230
Pinnacle Bank	17703	2/26/2026	NASSP	$385.00	Expense	1230
Pinnacle Bank	17702	2/26/2026	MID-AMERICA	$1,800.00	Expense	1230
Pinnacle Bank	17701	2/26/2026	MENARDS	$1,022.24	Expense	1230
Pinnacle Bank	17700	2/26/2026	LIBERTY HARDWOODS INC	$2,058.10	Expense	1230
Pinnacle Bank	17699	2/26/2026	LEBAR, ADAM	$270.00	Expense	1230
Pinnacle Bank	17698	2/26/2026	KULLY PIPE & STEEL CO	$488.63	Expense	1230
Pinnacle Bank	17697	2/26/2026	ISLAND SUPPLY WELDING	$552.07	Expense	1230
Pinnacle Bank	17696	2/26/2026	HENLEY, WILLIAM	$56.11	Expense	1230
Pinnacle Bank	17695	2/26/2026	HARTMAN, ROD	$480.00	Expense	1230
Pinnacle Bank	17694	2/26/2026	FOSTER, LYNNETTE	$124.00	Expense	1230
Pinnacle Bank	17693	2/26/2026	BURESH, BROCK	$500.00	Expense	1230
Pinnacle Bank	17692	2/26/2026	BIG G ACE	$1,101.91	Expense	1230
Pinnacle Bank	17691	2/26/2026	ARNOLD MOTOR COMPANY	$199.40	Expense	1230
Pinnacle Bank	17690	2/26/2026	Ansbach, Kylie	$39.47	Expense	1230
Pinnacle Bank	17689	2/19/2026	WALNUT MIDDLE SCHOOL	$150.00	Expense	1220
Pinnacle Bank	17688	2/19/2026	VALENTA, RYAN	$135.00	Expense	1220
Pinnacle Bank	17687	2/19/2026	THOMPSON, AMY	$570.00	Expense	1220
Pinnacle Bank	17686	2/19/2026	STICKELS, TROY	$135.00	Expense	1220
Pinnacle Bank	17685	2/19/2026	SMALL TOWN FAMOUS-	$1,219.60	Expense	1220
Pinnacle Bank	17684	2/19/2026	SEYMOUR, TERRY	$150.00	Expense	1220
Pinnacle Bank	17683	2/19/2026	SCRIBNER, CHARLES A	$390.00	Expense	1220
Pinnacle Bank	17682	2/19/2026	SCHMIDT, STEPHEN	$175.00	Expense	1220
Pinnacle Bank	17681	2/19/2026	SCHMIDT, DAWN	$570.00	Expense	1220
Pinnacle Bank	17680	2/19/2026	SANDAHL, BRUCE	$390.00	Expense	1220
Pinnacle Bank	17679	2/19/2026	RUSS'S IGA	$262.83	Expense	1220
Pinnacle Bank	17678	2/19/2026	ROSNO, TODD	$290.00	Expense	1220
Pinnacle Bank	17677	2/19/2026	ROSNO, QUINN	$135.00	Expense	1220
Pinnacle Bank	17676	2/19/2026	PEPSI OF HASTINGS -	$535.85	Expense	1220
Pinnacle Bank	17675	2/19/2026	PASTIME LANES	$162.64	Expense	1220
Pinnacle Bank	17674	2/19/2026	OSWALD, AARON MS	$19.21	Expense	1220
Pinnacle Bank	17673	2/19/2026	MINSHULL, LYLE	$300.00	Expense	1220
Pinnacle Bank	17672	2/19/2026	MINDEN HIGH SCHOOL	$160.00	Expense	1220
Pinnacle Bank	17671	2/19/2026	MENARDS	$48.89	Expense	1220
Pinnacle Bank	17670	2/19/2026	LINCOLN NORTHWEST HIGH SCHOOL	$235.00	Expense	1220
Pinnacle Bank	17669	2/19/2026	LEBAR, TYLER	$160.00	Expense	1220
Pinnacle Bank	17668	2/19/2026	LEBAR, ADAM	$405.00	Expense	1220
Pinnacle Bank	17667	2/19/2026	KULLY PIPE & STEEL CO	$735.60	Expense	1220
Pinnacle Bank	17666	2/19/2026	KREUTZ, ETHAN	$160.00	Expense	1220

Pinnacle Bank	17665	2/19/2026	KOOY, BETTY	$760.00	Expense	1220
Pinnacle Bank	17664	2/19/2026	KEARNEY HIGH SCHOOL	$375.00	Expense	1220
Pinnacle Bank	17663	2/19/2026	JOSTENS	$1,467.40	Expense	1220
Pinnacle Bank	17662	2/19/2026	HOWARD, KENNEDY	$240.00	Expense	1220
Pinnacle Bank	17661	2/19/2026	HOLIDAY INN EXPRESS - HASTINGS	$695.00	Expense	1220
Pinnacle Bank	17660	2/19/2026	HICKOK, JAMIE MS	$21.16	Expense	1220
Pinnacle Bank	17659	2/19/2026	HECKMAN, ANDREW	$460.00	Expense	1220
Pinnacle Bank	17658	2/19/2026	HASTINGS COLLEGE	$7,500.00	Expense	1220
Pinnacle Bank	17657	2/19/2026	GULIZIA, JOEY	$3,000.00	Expense	1220
Pinnacle Bank	17656	2/19/2026	GILMORE, STEPHENA J	$49.50	Expense	1220
Pinnacle Bank	17655	2/19/2026	FLOSPORTS, INC	$63.00	Expense	1220
Pinnacle Bank	17654	2/19/2026	FIELDER, JIM SH	$176.52	Expense	1220
Pinnacle Bank	17653	2/19/2026	ELSMORE SWIM SHOP	$2,598.70	Expense	1220
Pinnacle Bank	17652	2/19/2026	CONCORDIA UNIVERSITY -	$350.00	Expense	1220
Pinnacle Bank	17651	2/19/2026	CMC NEPTUNE LLC	$1,620.00	Expense	1220
Pinnacle Bank	17650	2/19/2026	BSN SPORTS, INC.	$2,992.88	Expense	1220
Pinnacle Bank	17649	2/19/2026	BRIONES, ERIK	$110.00	Expense	1220
Pinnacle Bank	17648	2/19/2026	BIG G ACE	$224.56	Expense	1220
Pinnacle Bank	17647	2/19/2026	BEGGS, JON R.	$735.00	Expense	1220
Pinnacle Bank	17646	2/19/2026	Beeson, Landon	$250.00	Expense	1220
Pinnacle Bank	17645	2/19/2026	BASSETT, DAVE	$150.00	Expense	1220
Pinnacle Bank	17644	2/19/2026	ANDERSON, BENJAMIN JAY	$100.00	Expense	1220
Pinnacle Bank	17643	2/19/2026	ALLENS B & R #32	$289.44	Expense	1220
Pinnacle Bank	17642	2/19/2026	ADAMS CENTRAL HIGH SCHOOL	$125.00	Expense	1220
			Total Checks	$91,993.49		
			ACH's			
			US Bank	$14,113.30		
			Amazon	$2,138.75		
			Total ACH's	$16,252.05		
			Total Vendor Payments	$108,245.54		

Bank Name	Check Number	Date	Payee	Amount	Voucher #
Five Points Bank	146224	4/20/2026	WISSING, INDE MS	$59.88	1283
Five Points Bank	146223	4/20/2026	STELLING BRASS & WINDS INC.	$335.00	1283
Five Points Bank	146222	4/20/2026	SCHOLASTIC, INC	$866.25	1283
Five Points Bank	146221	4/20/2026	RUSS'S IGA	$24.68	1283
Five Points Bank	146220	4/20/2026	PEPSI OF HASTINGS -	$837.88	1283
Five Points Bank	146219	4/20/2026	OCHSNER, CODY	$99.47	1283
Five Points Bank	146218	4/20/2026	MENARDS	$993.40	1283
Five Points Bank	146217	4/20/2026	MCPHILLIPS, MICHAEL HMS	$38.46	1283
Five Points Bank	146216	4/20/2026	MATHESON TRI-GAS, INC	$1,420.38	1283
Five Points Bank	146215	4/20/2026	MASTERLIBRARY.COM, LLC	$2,842.80	1283
Five Points Bank	146214	4/20/2026	INSTIN LLC	$1,225.00	1283
Five Points Bank	146213	4/20/2026	INGRAM LIBRARY SERVICES	$177.55	1283
Five Points Bank	146212	4/20/2026	DOMINOS PIZZA - HASTINGS	$25.72	1283
Five Points Bank	146211	4/20/2026	CALDWELL, HILARY	$45.57	1283
Five Points Bank	146210	4/20/2026	BARWICK, STEPHANIE MS	$169.60	1283
Five Points Bank	146209	4/20/2026	ZECKSER, BROOKE	$120.00	1280
Five Points Bank	146208	4/20/2026	YANDAS MUSIC	$78.96	1280
Five Points Bank	146207	4/20/2026	WOODWARDS DISPOSAL SERVICE	$3,700.00	1280
Five Points Bank	146206	4/20/2026	WASHINGTON, SAMANTHA	$120.00	1280
Five Points Bank	146205	4/20/2026	WARE, ANDREW BUS	$39.12	1280
Five Points Bank	146204	4/20/2026	WAGNER, BAILEE	$60.00	1280
Five Points Bank	146203	4/20/2026	WABI SABI BEHAVIORAL HEALTH CENTER, LLC	$21,716.50	1280
Five Points Bank	146202	4/20/2026	VORHEES, BROOKLYNN	$120.00	1280
Five Points Bank	146201	4/20/2026	VERIZON WIRELESS	$421.54	1280
Five Points Bank	146200	4/20/2026	VANCE, CHERIE	$120.00	1280
Five Points Bank	146199	4/20/2026	UNIFIRST CORPORATION	$1,660.19	1280
Five Points Bank	146198	4/20/2026	TURF TANK	$16,850.00	1280
Five Points Bank	146197	4/20/2026	TUNKS, LAWRENCE AD	$236.35	1280
Five Points Bank	146196	4/20/2026	TUCKER, HANNAH R	$20.00	1280
Five Points Bank	146195	4/20/2026	TOEPFER, HALLIE	$60.00	1280
Five Points Bank	146194	4/20/2026	SWEENEY, SHANNON	$10.88	1280
Five Points Bank	146193	4/20/2026	SUPER DUPER CO	$629.56	1280
Five Points Bank	146192	4/20/2026	SUMMIT ACADEMY LLC	$54,957.00	1280
Five Points Bank	146191	4/20/2026	SUBSCRIPTION SERVICES OF AMERICA	$405.85	1280
Five Points Bank	146190	4/20/2026	STRAMPHER, SHARON	$227.92	1280
Five Points Bank	146189	4/20/2026	STRAATMANN, STONEY	$83.01	1280
Five Points Bank	146188	4/20/2026	STOKELY, KELSEY	$2,132.00	1280
Five Points Bank	146187	4/20/2026	STAR SEED, LLC	$10,623.10	1280
Five Points Bank	146186	4/20/2026	STAPLES, INC	$2,859.69	1280
Five Points Bank	146185	4/20/2026	SOUTHWORTH, PAULA D.	$1,780.73	1280
Five Points Bank	146184	4/20/2026	SOUTHPAW ENTERPRISES, INC.	$938.74	1280
Five Points Bank	146183	4/20/2026	SOUCIE, ALLISON	$165.78	1280
Five Points Bank	146182	4/20/2026	SOLIANT HEALTH, LLC	$19,656.00	1280
Five Points Bank	146181	4/20/2026	SMITH, KANDI M.	$120.00	1280
Five Points Bank	146180	4/20/2026	SKINNER, SARA	$60.00	1280
Five Points Bank	146179	4/20/2026	SKINNER, HANNA	$60.00	1280

Five Points Bank	146178	4/20/2026	SHRIVER, SHARON A.	$1,449.00	1280
Five Points Bank	146177	4/20/2026	SHIPMAN, ANGELA L	$105.09	1280
Five Points Bank	146176	4/20/2026	SHERWIN-WILLIAMS CO	$421.23	1280
Five Points Bank	146175	4/20/2026	SERRANO, EUNICE	$41.76	1280
Five Points Bank	146174	4/20/2026	SCHULTZ-CLEVELAND, MICHELLE J MS	$24.38	1280
Five Points Bank	146173	4/20/2026	SCHOOL SPECIALTY	$508.15	1280
Five Points Bank	146172	4/20/2026	SCHOLASTIC BOOK FAIRS - 8	$2,222.56	1280
Five Points Bank	146171	4/20/2026	SCHLICHTMAN, CHELBY HHS	$232.00	1280
Five Points Bank	146170	4/20/2026	RUTTS HEATING & AIR CONDITIONING INC	$19,157.30	1280
Five Points Bank	146169	4/20/2026	RUSS'S IGA	$1,110.92	1280
Five Points Bank	146168	4/20/2026	RUNCIES CATERING	$801.70	1280
Five Points Bank	146167	4/20/2026	ROMAN, TERESA	$120.00	1280
Five Points Bank	146166	4/20/2026	ROCHESTER 100 INC.	$420.00	1280
Five Points Bank	146165	4/20/2026	REAMS SPRINKLER	$5,376.40	1280
Five Points Bank	146164	4/20/2026	RAYNOR GARAGE DOORS OF CE. NE.	$145.00	1280
Five Points Bank	146163	4/20/2026	PROSOSKI, CHRISTOPHER	$219.54	1280
Five Points Bank	146162	4/20/2026	PROPIO LS LLC	$3.74	1280
Five Points Bank	146161	4/20/2026	PRO-ED, INC.	$75.90	1280
Five Points Bank	146160	4/20/2026	PORTER, SHYANNE	$180.00	1280
Five Points Bank	146159	4/20/2026	POOH CORNER WEST	$2,904.00	1280
Five Points Bank	146158	4/20/2026	PILE, HOPE	$240.00	1280
Five Points Bank	146157	4/20/2026	PHYS THERAPY & SPORT REHAB	$15,612.53	1280
Five Points Bank	146156	4/20/2026	PENNINGTON, DREW J	$125.98	1280
Five Points Bank	146155	4/20/2026	PEDROZA, MELISSA HHS	$20.00	1280
Five Points Bank	146154	4/20/2026	PAULSEN, DARBY	$60.00	1280
Five Points Bank	146153	4/20/2026	PASTIME LANES	$802.50	1280
Five Points Bank	146152	4/20/2026	OWENS, ISABELLE	$1,500.00	1280
Five Points Bank	146151	4/20/2026	OMAHA'S HENRY DOORLY ZOO AND AQUARIUM	$152.00	1280
Five Points Bank	146150	4/20/2026	OMAHA WORLD HEARLD	$14,516.91	1280
Five Points Bank	146149	4/20/2026	OLSON, KATHRYN	$283.47	1280
Five Points Bank	146148	4/20/2026	OLSEN, MACY	$60.00	1280
Five Points Bank	146147	4/20/2026	NUTRIEN AG SOLUTIONS	$59.40	1280
Five Points Bank	146146	4/20/2026	NORTHWEST ELECTRIC, LLC	$2,913.22	1280
Five Points Bank	146145	4/20/2026	NCS PEARSON, INC	$1,510.89	1280
Five Points Bank	146144	4/20/2026	NAPA AUTO PARTS	$2,663.65	1280
Five Points Bank	146143	4/20/2026	MURPHY'S WAGON WHEEL	$6,975.00	1280
Five Points Bank	146142	4/20/2026	MOBYMAX	$446.00	1280
Five Points Bank	146141	4/20/2026	MIDWEST RESTAURANT SUPPLY	$176.04	1280
Five Points Bank	146140	4/20/2026	MENARDS	$1,356.57	1280
Five Points Bank	146139	4/20/2026	MEINTS, KAYE	$120.00	1280
Five Points Bank	146138	4/20/2026	MEADS, SHELBY	$120.00	1280
Five Points Bank	146137	4/20/2026	LOETTERLE RONDA WA	$33.00	1280
Five Points Bank	146136	4/20/2026	LITTLE STINGERS CHILD CARE	$4,174.00	1280
Five Points Bank	146135	4/20/2026	LESLEY, REAGAN	$120.00	1280
Five Points Bank	146134	4/20/2026	LCL TRUCK EQUIPMENT, INC.	$116.28	1280
Five Points Bank	146133	4/20/2026	LANGENBERG, KAITLYN	$120.00	1280

Five Points Bank	146132	4/20/2026	LAKESHORE LEARNING MATERIALS	$98.98	1280
Five Points Bank	146131	4/20/2026	KULLY PIPE & STEEL CO	$465.44	1280
Five Points Bank	146130	4/20/2026	KUEHN, BRENDA	$7.64	1280
Five Points Bank	146129	4/20/2026	KROUS, MEGAN JENNIFER	$30.00	1280
Five Points Bank	146128	4/20/2026	KLEIN, HANNAH	$60.00	1280
Five Points Bank	146127	4/20/2026	KENESAW MOTORS	$791.52	1280
Five Points Bank	146126	4/20/2026	KELLY, AMY HA	$129.18	1280
Five Points Bank	146125	4/20/2026	KELLY SUPPLY CO	$351.16	1280
Five Points Bank	146124	4/20/2026	KATHMAN, NICOLE	$150.00	1280
Five Points Bank	146123	4/20/2026	JULIAN, THERESA AD	$214.60	1280
Five Points Bank	146122	4/20/2026	JONES, KEVIN	$3,000.00	1280
Five Points Bank	146121	4/20/2026	JOHNSON, WADE	$44.59	1280
Five Points Bank	146120	4/20/2026	JOHNSON HARDWARE COMPANY	$2,901.00	1280
Five Points Bank	146119	4/20/2026	JAURIGUI-PINA, BRENDA E.	$22.00	1280
Five Points Bank	146118	4/20/2026	ISLAND SUPPLY WELDING	$31.60	1280
Five Points Bank	146117	4/20/2026	INTERSTATE ALL BATTERY	$723.54	1280
Five Points Bank	146116	4/20/2026	INTERNATIONAL ACADEMY OF SCIENCE	$4,740.00	1280
Five Points Bank	146115	4/20/2026	INTEGRATED SECURITY SOLUTIONS	$204.00	1280
Five Points Bank	146114	4/20/2026	INSTRUMENTALIST AWARDS, LLC	$499.00	1280
Five Points Bank	146113	4/20/2026	INNOVATIVE OFFICE SOLUTIONS	$691.62	1280
Five Points Bank	146112	4/20/2026	INGRAM LIBRARY SERVICES	$904.58	1280
Five Points Bank	146111	4/20/2026	IMPLEMENTATION CONSULTING GROUP, LLC	$11,250.00	1280
Five Points Bank	146110	4/20/2026	IDEA BANK MARKETING	$856.00	1280
Five Points Bank	146109	4/20/2026	HORTON, DONNA	$80.00	1280
Five Points Bank	146108	4/20/2026	HOMETOWN LEASING	$9,866.04	1280
Five Points Bank	146107	4/20/2026	HILLYARD/ DES MOINES	$441.64	1280
Five Points Bank	146106	4/20/2026	HERMAN, ART	$25.09	1280
Five Points Bank	146105	4/20/2026	HEIL, SCOTTIE WA	$20.00	1280
Five Points Bank	146104	4/20/2026	HEARTLAND BUSINESS SYSTEMS, LLC	$46.80	1280
Five Points Bank	146103	4/20/2026	HD SUPPLY	$318.48	1280
Five Points Bank	146102	4/20/2026	HAYES, XYERIA	$120.00	1280
Five Points Bank	146101	4/20/2026	HASTINGS UTILITIES	$77,920.07	1280
Five Points Bank	146100	4/20/2026	HASTINGS TRIBUNE	$1,307.09	1280
Five Points Bank	146099	4/20/2026	HASTINGS PUBLIC SCHOOLS	$2,487.85	1280
Five Points Bank	146098	4/20/2026	HASTINGS POLICE DEPT	$26,528.23	1280
Five Points Bank	146097	4/20/2026	HASTINGS OUTDOOR POWER, LLC	$31.00	1280
Five Points Bank	146096	4/20/2026	HASTINGS MUSEUM	$129.00	1280
Five Points Bank	146095	4/20/2026	HASTINGS EARLY CHILD DEVELOPMENT	$4,056.00	1280
Five Points Bank	146094	4/20/2026	HARMONY BRIDGE, LLC	$1,702.50	1280
Five Points Bank	146093	4/20/2026	HAASE, MICHELLE AL	$216.00	1280
Five Points Bank	146092	4/20/2026	GUSTAVE A. LARSON COMPANY	$710.80	1280
Five Points Bank	146091	4/20/2026	GUMDROP BOOKS	$885.69	1280
Five Points Bank	146090	4/20/2026	GRACES LOCKSMITH SERVICE	$8.00	1280
Five Points Bank	146089	4/20/2026	GONZALES LEGON, DANIA A	$231.46	1280
Five Points Bank	146088	4/20/2026	GO PHYSICAL THERAPY, LLC	$52,370.88	1280
Five Points Bank	146087	4/20/2026	GASSELING, LEAH	$120.00	1280

Five Points Bank	146086	4/20/2026	FRIEND, ELLIE HHS	$132.43	1280
Five Points Bank	146085	4/20/2026	FRASE, TAYLOR	$120.00	1280
Five Points Bank	146084	4/20/2026	FOSTER, ERIN T	$40.00	1280
Five Points Bank	146083	4/20/2026	FOLLETT SOFTWARE, LLC	$8,090.32	1280
Five Points Bank	146082	4/20/2026	EVERDRIVEN TECHNOLOGIES, LLC	$1,876.00	1280
Five Points Bank	146081	4/20/2026	EVANS, TANYA ADM	$63.35	1280
Five Points Bank	146080	4/20/2026	EGAN SUPPLY COMPANY	$3,969.22	1280
Five Points Bank	146079	4/20/2026	EDUPOINT EDUCATIONAL SYSTEMS	$750.00	1280
Five Points Bank	146078	4/20/2026	ED SERV UNIT 9	$41,700.45	1280
Five Points Bank	146077	4/20/2026	ED SERV UNIT 10	$59.39	1280
Five Points Bank	146076	4/20/2026	ECHO ELECTRIC SUPPLY	$55.18	1280
Five Points Bank	146075	4/20/2026	EAKES OFFICE SOLUTIONS	$3,239.05	1280
Five Points Bank	146074	4/20/2026	EAGLE BUILDING SERVICES, LLC	$15,375.36	1280
Five Points Bank	146073	4/20/2026	DUTTON-LAINSON	$1,897.87	1280
Five Points Bank	146072	4/20/2026	DULITZ, APRIL	$160.00	1280
Five Points Bank	146071	4/20/2026	DOMINOS PIZZA - HASTINGS	$27.52	1280
Five Points Bank	146070	4/20/2026	DIAZ, EZPERANZA	$49.00	1280
Five Points Bank	146069	4/20/2026	DELGADO AMAYA, ARACELI	$120.00	1280
Five Points Bank	146068	4/20/2026	DAS STATE ACCOUNTING - CENTRAL FINANCE	$317.87	1280
Five Points Bank	146067	4/20/2026	CURRICULUM ASSOC, LLC	$218.40	1280
Five Points Bank	146066	4/20/2026	CULLIGAN OF HASTINGS	$454.50	1280
Five Points Bank	146065	4/20/2026	CROOKS, JADEN	$120.00	1280
Five Points Bank	146064	4/20/2026	CPI/COOPERATIVE PRODUCERS, INC	$16,666.18	1280
Five Points Bank	146063	4/20/2026	CORNHUSKER PRESS	$209.24	1280
Five Points Bank	146062	4/20/2026	COMPUTER HARDWARE, INC	$99.00	1280
Five Points Bank	146061	4/20/2026	CENTRAL COMMUNITY COLLEGE - GI	$300.00	1280
Five Points Bank	146060	4/20/2026	CASSELL, NATALIA	$120.00	1280
Five Points Bank	146059	4/20/2026	CARVER, MORGAN	$1,000.00	1280
Five Points Bank	146058	4/20/2026	CARPENTER PAPER CO	$37,370.36	1280
Five Points Bank	146057	4/20/2026	CARLSON, MICHELLE	$1,647.12	1280
Five Points Bank	146056	4/20/2026	CAREY'S PEST CONTROL	$1,083.00	1280
Five Points Bank	146055	4/20/2026	C4 OPERATIONS, LLC	$1,408.00	1280
Five Points Bank	146054	4/20/2026	BUSINESS WORLD PRODUCTS	$66.40	1280
Five Points Bank	146053	4/20/2026	BROWN, LOGAN	$60.00	1280
Five Points Bank	146052	4/20/2026	BRIGHTSIDE CHILD CARE CENTER LLC	$4,408.00	1280
Five Points Bank	146051	4/20/2026	BOSSELMAN, INC.	$20.00	1280
Five Points Bank	146050	4/20/2026	BLUE HILL EARLY LEARNING CENTER	$132.00	1280
Five Points Bank	146049	4/20/2026	BLOOM OROFACIAL MYOFUNCTIONAL	$984.00	1280
Five Points Bank	146048	4/20/2026	BLICK ART MATERIALS	$202.82	1280
Five Points Bank	146047	4/20/2026	BIG G ACE	$828.82	1280
Five Points Bank	146046	4/20/2026	BEYKE SIGNS	$140.00	1280
Five Points Bank	146045	4/20/2026	BEURSKENS-CLINE, HALEIGH	$120.00	1280
Five Points Bank	146044	4/20/2026	BENSCOTER, COURTNEY SH	$37.40	1280
Five Points Bank	146043	4/20/2026	BELIKOVA-ERICKSON, IRINA LO	$417.30	1280
Five Points Bank	146042	4/20/2026	BAXTER, OLIVIA	$120.00	1280
Five Points Bank	146041	4/20/2026	ASSOCIATED STAFFING, INC.	$20,095.17	1280

Five Points Bank	146040	4/20/2026	ARNOLD MOTOR COMPANY	$135.84	1280
Five Points Bank	146039	4/20/2026	ARMON, SARA MO	$65.64	1280
Five Points Bank	146038	4/20/2026	ALLO COMMUNICATIONS	$7,028.47	1280
Five Points Bank	146037	4/20/2026	ALLENS B & R #32	$126.99	1280
Five Points Bank	146036	4/20/2026	ALEXANDER-BABB, REBECCA	$120.00	1280
Five Points Bank	146035	4/20/2026	AHLERS, KIRA	$120.00	1280
Five Points Bank	146034	4/20/2026	ADVANCE SERVICES INC.	$1,972.10	1280
Five Points Bank	146033	4/2/2026	SITES, LIAM V	$1,500.00	1277
Five Points Bank	146032	4/2/2026	SEEBOHM, MIKAYLA A	$1,500.00	1277
Five Points Bank	146031	4/2/2026	RANDALL, JOSH	$600.00	1277
Five Points Bank	146030	4/2/2026	MILLER, MARKUS T	$1,500.00	1277
Five Points Bank	146029	4/2/2026	MARY LANNING HEALTH CARE	$12,561.12	1277
Five Points Bank	146028	4/2/2026	CENTRAL NEBRASKA EQUIPMENT	$28.00	1277
Five Points Bank	146027	4/2/2026	AMAYA CARDONA, ANGELA	$1,500.00	1277
Five Points Bank	146004	3/19/2026	SOLIANT HEALTH, LLC	$13,860.00	1257
Five Points Bank	146003	3/19/2026	SKINNER, SAMANTHA	$1,500.00	1257
Five Points Bank	146002	3/19/2026	SHOEMAKER, ADDISON	$1,500.00	1257
Five Points Bank	146001	3/19/2026	SCHMIT, BAILEY	$1,500.00	1257
Five Points Bank	146000	3/19/2026	RUNYAN, CAMRY	$1,500.00	1257
Five Points Bank	145999	3/19/2026	MUSGRAVE, CARLEY	$1,500.00	1257
Five Points Bank	145998	3/19/2026	KARR, CALEB	$1,500.00	1257
Five Points Bank	145997	3/19/2026	HOLM, CADEN	$1,500.00	1257
Five Points Bank	145996	3/19/2026	HOLDSWORTH, TAYLER	$1,500.00	1257
Five Points Bank	145995	3/19/2026	HAVRANEK, MAKINZI	$1,500.00	1257
Five Points Bank	145994	3/19/2026	HANSON, CAILEY	$1,500.00	1257
Five Points Bank	145993	3/19/2026	CAREY'S PEST CONTROL	$1,083.00	1257
Five Points Bank	145992	3/19/2026	ATWATER, LORRAINE M MS	$1,500.00	1257
Five Points Bank	145991	3/17/2026	DEPARTMENT OF THE TREASURY	$11,854.95	1241
			Total Checks	$685,206.57	
			ACH's		
			Amazon	$7,520.42	
			Lunchtime Solutions	$213,551.97	
			Lunchtime Solutions	$19,752.62	
			US Bank	$6,581.82	
			US Bank	$50.00	
			Omnify	$368.00	
			Total ACH's	$247,824.83	
			Total Vendor Payments	$933,031.40	

Bank Name	Check Number	Date	Payee	Amount	Voucher #
Pinnacle Bank	17925	4/15/2026	WELSCH, JENNIFER R	$60.41	1281
Pinnacle Bank	17924	4/15/2026	WALNUT MIDDLE SCHOOL	$100.00	1281
Pinnacle Bank	17923	4/15/2026	VAUGHANS-PRINTERS,INC	$303.80	1281
Pinnacle Bank	17922	4/15/2026	THE ARCHWAY	$220.00	1281
Pinnacle Bank	17921	4/15/2026	SMALL TOWN FAMOUS-	$809.98	1281
Pinnacle Bank	17920	4/15/2026	RUSS'S IGA	$105.13	1281
Pinnacle Bank	17919	4/15/2026	RUNCIE, ERIN MS	$30.43	1281
Pinnacle Bank	17918	4/15/2026	PENNINGTON, DREW J	$152.42	1281
Pinnacle Bank	17917	4/15/2026	OSWALD, AARON MS	$56.68	1281
Pinnacle Bank	17916	4/15/2026	NEUJAHR, KASSIE M	$16.84	1281
Pinnacle Bank	17915	4/15/2026	LINKE, MELVIN	$225.00	1281
Pinnacle Bank	17914	4/15/2026	LARSON, BELINDA	$63.62	1281
Pinnacle Bank	17913	4/15/2026	HORTON, BRITTANY R	$102.76	1281
Pinnacle Bank	17912	4/15/2026	HAYNES, ABBI	$16.96	1281
Pinnacle Bank	17911	4/15/2026	HAUFF MID AMERICA SPORTS	$4,671.91	1281
Pinnacle Bank	17910	4/15/2026	HASTINGS PUBLIC SCHOOLS	$550.00	1281
Pinnacle Bank	17909	4/15/2026	GARCIA, ERIKA HMS	$209.18	1281
Pinnacle Bank	17908	4/15/2026	FARIS, TIMOTHY HMS	$254.90	1281
Pinnacle Bank	17907	4/15/2026	EDGERTON EXPLORIT CENTER	$387.00	1281
Pinnacle Bank	17906	4/15/2026	DIETZE MUSIC	$97.20	1281
Pinnacle Bank	17905	4/15/2026	DETAMORE, STEPHANIE MS	$73.40	1281
Pinnacle Bank	17904	4/15/2026	BARR MIDDLE SCHOOL	$100.00	1281
Pinnacle Bank	17903	4/15/2026	BARDELL, ANGELA HMS	$27.06	1281
Pinnacle Bank	17902	4/15/2026	ALLENS B & R #32	$273.51	1281
Pinnacle Bank	17901	4/15/2026	ADAMS CENTRAL HIGH SCHOOL	$100.00	1281
Pinnacle Bank	17900	4/10/2026	WILSON, DYLAN	$370.00	1279
Pinnacle Bank	17899	4/10/2026	W.G. PAULEY LUMBER COMPANY	$86.58	1279
Pinnacle Bank	17898	4/10/2026	RUSS'S IGA	$100.33	1279
Pinnacle Bank	17897	4/10/2026	ROESLER, ALAN	$195.00	1279
Pinnacle Bank	17896	4/10/2026	PRAIRIE LOFT	$376.00	1279
Pinnacle Bank	17895	4/10/2026	NSDA NE SOUTH	$185.00	1279
Pinnacle Bank	17894	4/10/2026	NSCTA	$390.00	1279
Pinnacle Bank	17893	4/10/2026	MUELLER, NATHAN	$321.01	1279
Pinnacle Bank	17892	4/10/2026	MILWAUKEE PRETZEL COMPANY LLC	$1,609.50	1279
Pinnacle Bank	17891	4/10/2026	MENARDS	$933.36	1279
Pinnacle Bank	17890	4/10/2026	MASER, ADAM	$170.00	1279
Pinnacle Bank	17889	4/10/2026	LUTKEMEIER, AUSTIN	$140.00	1279
Pinnacle Bank	17888	4/10/2026	LOCHLAND COUNTRY CLUB	$300.00	1279
Pinnacle Bank	17887	4/10/2026	LINDEN, JON	$210.00	1279
Pinnacle Bank	17886	4/10/2026	LIND, GABRIELLA	$27.98	1279
Pinnacle Bank	17885	4/10/2026	LINCOLN NORTH STAR HIGH SCHOOL	$100.00	1279
Pinnacle Bank	17884	4/10/2026	LANGIN, JAMES P.	$160.00	1279
Pinnacle Bank	17883	4/10/2026	KULLY PIPE & STEEL CO	$976.07	1279
Pinnacle Bank	17882	4/10/2026	KEARNEY HIGH SCHOOL	$40.00	1279
Pinnacle Bank	17881	4/10/2026	HOSSEINI, SAADAT	$195.00	1279
Pinnacle Bank	17880	4/10/2026	HAYNES, GABRIEL A.	$64.61	1279
Pinnacle Bank	17879	4/10/2026	GRAND ISLAND SENIOR HIGH	$125.00	1279
Pinnacle Bank	17878	4/10/2026	GOMEZ VAZQUEZ, EDUARDO	$195.00	1279
Pinnacle Bank	17877	4/10/2026	FRIEND, ELLIE HHS	$409.49	1279
Pinnacle Bank	17876	4/10/2026	FRANKLIN HIGH SCHOOL	$125.00	1279
Pinnacle Bank	17875	4/10/2026	FEREBEE, JOEL	$195.00	1279
Pinnacle Bank	17874	4/10/2026	EILEENS COLOSSAL COOKIES, INC.	$64.50	1279

Pinnacle Bank	17873	4/10/2026	CONRAD, ASHLEY	$65.00	1279
Pinnacle Bank	17872	4/10/2026	CARR, DAVID	$195.00	1279
Pinnacle Bank	17871	4/10/2026	BIG G ACE	$192.07	1279
Pinnacle Bank	17870	4/10/2026	ARNOLD MOTOR COMPANY	$53.35	1279
Pinnacle Bank	17869	4/10/2026	ADVENTURE BUS & CHARTER	$500.00	1279
Pinnacle Bank	17868	4/2/2026	YANDAS MUSIC	$80.55	1276
Pinnacle Bank	17867	4/2/2026	WILLIAMS, NATHAN	$320.00	1276
Pinnacle Bank	17866	4/2/2026	WAVERLY HIGH SCHOOL	$200.00	1276
Pinnacle Bank	17865	4/2/2026	WALSWORTH PUBLISHING CO	$21,074.89	1276
Pinnacle Bank	17864	4/2/2026	VILLAGE INN - C/O MATTHEW BRANDT	$538.60	1276
Pinnacle Bank	17863	4/2/2026	TRUONG, JIMMY	$100.00	1276
Pinnacle Bank	17862	4/2/2026	STEINHAUER, MEGAN G HHS	$55.00	1276
Pinnacle Bank	17861	4/2/2026	SMALL TOWN FAMOUS-	$1,224.08	1276
Pinnacle Bank	17860	4/2/2026	RUSS'S IGA	$102.22	1276
Pinnacle Bank	17859	4/2/2026	ROESLER, ALAN	$195.00	1276
Pinnacle Bank	17858	4/2/2026	RIVOLI THEATRE	$2,085.00	1276
Pinnacle Bank	17857	4/2/2026	RITZDORF, JACOB	$160.00	1276
Pinnacle Bank	17856	4/2/2026	NORTH PLATTE HIGH SCHOOL	$250.00	1276
Pinnacle Bank	17855	4/2/2026	NGUYEN, NANCY	$100.00	1276
Pinnacle Bank	17854	4/2/2026	MID-AMERICA	$2,432.50	1276
Pinnacle Bank	17853	4/2/2026	MENARDS	$1,558.25	1276
Pinnacle Bank	17852	4/2/2026	MASER, ADAM	$170.00	1276
Pinnacle Bank	17851	4/2/2026	LUNCHTIME SOLUTIONS, INC	$866.22	1276
Pinnacle Bank	17850	4/2/2026	KEARNEY HIGH SCHOOL	$175.00	1276
Pinnacle Bank	17849	4/2/2026	HUDSON, BILLY	$67.50	1276
Pinnacle Bank	17848	4/2/2026	GRAND ISLAND SENIOR HIGH	$175.00	1276
Pinnacle Bank	17847	4/2/2026	GILL ATHLETICS	$230.00	1276
Pinnacle Bank	17846	4/2/2026	FEREBEE, JOEL	$195.00	1276
Pinnacle Bank	17845	4/2/2026	DECA, INC.	$465.00	1276
Pinnacle Bank	17844	4/2/2026	CASH	$225.00	1276
Pinnacle Bank	17843	4/2/2026	BSN SPORTS, INC.	$676.94	1276
Pinnacle Bank	17842	4/2/2026	BROOKLYN DEBATE LEAGUE	$20.00	1276
Pinnacle Bank	17841	4/2/2026	BRIONES, ERIK	$200.00	1276
Pinnacle Bank	17840	4/2/2026	BIG G ACE	$10.00	1276
Pinnacle Bank	17839	4/2/2026	AURORA HIGH SCHOOL	$329.00	1276
Pinnacle Bank	17838	4/2/2026	ALLENS B & R #32	$235.20	1276
Pinnacle Bank	17837	3/26/2026	ZARATE, MICHAEL	$195.00	1267
Pinnacle Bank	17836	3/26/2026	WYHE'S CHOICE FUNDRAISING	$1,290.00	1267
Pinnacle Bank	17835	3/26/2026	WILSON, DYLAN	$320.00	1267
Pinnacle Bank	17834	3/26/2026	WEMBLY AUDIO SYSTEMS	$600.00	1267
Pinnacle Bank	17833	3/26/2026	WELSCH, JENNIFER R	$58.55	1267
Pinnacle Bank	17832	3/26/2026	WALNUT MIDDLE SCHOOL	$125.00	1267
Pinnacle Bank	17831	3/26/2026	W.G. PAULEY LUMBER COMPANY	$251.81	1267
Pinnacle Bank	17830	3/26/2026	TRUONG, JIMMY	$200.00	1267
Pinnacle Bank	17829	3/26/2026	THE CORNHUSKER MARRIOTT	$1,220.04	1267
Pinnacle Bank	17828	3/26/2026	SOUTHEAST COMMUNITY COLLEGE	$135.00	1267
Pinnacle Bank	17827	3/26/2026	SOS PORTABLE TOILETS	$645.00	1267
Pinnacle Bank	17826	3/26/2026	SMALL TOWN FAMOUS-	$1,994.29	1267
Pinnacle Bank	17825	3/26/2026	RUSS'S IGA	$685.73	1267
Pinnacle Bank	17824	3/26/2026	ROESLER, ALAN	$195.00	1267
Pinnacle Bank	17823	3/26/2026	PFEIL, CHRISTINA MS	$53.18	1267
Pinnacle Bank	17822	3/26/2026	PFEIFER, SHELLI M MS	$40.64	1267
Pinnacle Bank	17821	3/26/2026	OMAHA SYMPHONY	$1,325.00	1267

Pinnacle Bank	17820	3/26/2026	MENARDS	$1,990.53	1267
Pinnacle Bank	17819	3/26/2026	MATHESON TRI-GAS, INC	$640.10	1267
Pinnacle Bank	17818	3/26/2026	LEBAR, ADAM	$405.00	1267
Pinnacle Bank	17817	3/26/2026	KIMLE, MICHELE MS	$27.82	1267
Pinnacle Bank	17816	3/26/2026	KEARNEY HIGH SCHOOL	$120.00	1267
Pinnacle Bank	17815	3/26/2026	JOHNSON, ZIPPORAH MARIE	$200.00	1267
Pinnacle Bank	17814	3/26/2026	JB SHOTS PHOTOGRAPHY	$525.00	1267
Pinnacle Bank	17813	3/26/2026	HOLDREGE PUBLIC SCHOOL	$80.00	1267
Pinnacle Bank	17812	3/26/2026	GRADUATE LINCOLN	$825.00	1267
Pinnacle Bank	17811	3/26/2026	GAME ONE	$2,851.48	1267
Pinnacle Bank	17810	3/26/2026	FRANZEN, LACEY HMS	$75.46	1267
Pinnacle Bank	17809	3/26/2026	EILEENS COLOSSAL COOKIES, INC.	$10.50	1267
Pinnacle Bank	17808	3/26/2026	EARL MAY SEED & NURSERY L.C.	$16.11	1267
Pinnacle Bank	17807	3/26/2026	DECA, INC.	$374.00	1267
Pinnacle Bank	17806	3/26/2026	COMPUTER HARDWARE, INC	$549.00	1267
Pinnacle Bank	17805	3/26/2026	COMPETITIVE EDGE	$1,127.75	1267
Pinnacle Bank	17804	3/26/2026	CLEMENTS, CHRISTOPHER	$170.00	1267
Pinnacle Bank	17803	3/26/2026	CARR, DAVID	$390.00	1267
Pinnacle Bank	17802	3/26/2026	CALLAHAN, KAREN N HA	$204.76	1267
Pinnacle Bank	17801	3/26/2026	BRIONES, ERIK	$210.00	1267
Pinnacle Bank	17800	3/26/2026	BIG G ACE	$116.16	1267
Pinnacle Bank	17799	3/26/2026	BIG DALLY'S DELI	$272.02	1267
Pinnacle Bank	17798	3/26/2026	BEHRENS, JOHN	$195.00	1267
Pinnacle Bank	17797	3/26/2026	ANDERSON, BENJAMIN JAY	$400.00	1267
Pinnacle Bank	17796	3/26/2026	ALLENS B & R #32	$346.51	1267
Pinnacle Bank	17795	3/26/2026	ADKISSON, STEVE	$160.00	1267
Pinnacle Bank	17794	3/19/2026	WELLS, KIRBY	$170.00	1256
Pinnacle Bank	17793	3/19/2026	WALNUT MIDDLE SCHOOL	$125.00	1256
Pinnacle Bank	17792	3/19/2026	W.G. PAULEY LUMBER COMPANY	$349.18	1256
Pinnacle Bank	17791	3/19/2026	SOUCIE, ALLISON	$214.17	1256
Pinnacle Bank	17790	3/19/2026	SMALL TOWN FAMOUS-	$1,961.30	1256
Pinnacle Bank	17789	3/19/2026	RYSIEW, KATHY	$348.12	1256
Pinnacle Bank	17788	3/19/2026	RED CLOUD PUBLIC SCHOOLS	$75.00	1256
Pinnacle Bank	17787	3/19/2026	PASTIME LANES	$732.00	1256
Pinnacle Bank	17786	3/19/2026	MENARDS	$159.76	1256
Pinnacle Bank	17785	3/19/2026	LUNCHTIME SOLUTIONS, INC	$1,582.89	1256
Pinnacle Bank	17784	3/19/2026	LOLLMAN, BRADY	$170.00	1256
Pinnacle Bank	17783	3/19/2026	HOLLISTER, CHRISTOPHER WA	$58.93	1256
Pinnacle Bank	17782	3/19/2026	HARTMAN, ROD	$170.00	1256
Pinnacle Bank	17781	3/19/2026	BSN SPORTS, INC.	$1,585.76	1256
Pinnacle Bank	17780	3/19/2026	BIG G ACE	$499.61	1256
Pinnacle Bank	17779	3/19/2026	ALLENS B & R #32	$332.44	1256
			Total Payments	$82,744.59	
			ACH's		
			US Bank	$9,946.42	
			US Bank	$10,149.07	
			Amazon	$2,259.63	
			LUNCHTIME SOLUTIONS, INC	$1,582.89	
			Total ACH's	$23,938.01	
			Total Vendor Payments	$106,682.60	

April 17, 2026

Mrs. Sullivan,

Please accept this as my formal request to be released from my contract with Hastings Public Schools for the 2026-27 school year.

Respectfully,

Chris Prososki

5030
Dating Violence

Dating violence, as that term is defined by Nebraska law, will not be tolerated by the school district. Students who engage in dating violence on school grounds, in a school vehicle or at a school activity or that otherwise violates the Nebraska Student Discipline Act will receive consequences consistent with the Act and the district's student discipline policies.

The school district shall provide dating violence training to staff deemed appropriate by the administration and in accordance with Nebraska law.

A copy of this policy shall be included in the student handbook.

Adopted on: 4-20-2026
Revised on: _____
Reviewed on: _____

5031
Student Appearance

General Regulations. The District prohibits student attire or appearance that:

- Causes or is likely to cause a material and substantial disruption to the District's programs and activities.
- Promotes, depicts, or refers to violence, drugs, alcohol, vulgarity, obscenity, illegal activity, hate speech, bullying speech, or harassing speech.
- Includes words, gestures, or images that contain or imply sexual content or innuendo.
- Otherwise undermines the District's mission to inculcate the habits, manners, and values fundamental to civility, community, and the educational environment.

The District reserves the right to request immediate attire changes from students. The District will require students to adhere to uniform standards and/or wear district approved or issued uniforms in order to participate in activities.

Altering a student's appearance or removing or altering a student's attire without consent from their parent/guardian/caregiver is not allowed. Additionally, students' hair should not be permanently or temporarily altered by school personnel.

Cultural and Religious Attire. Students are allowed to wear religious attire, adornments, and other attire associated with race, national origin or religion, or tribal regalia. Additionally, students are permitted to wear natural and protective hairstyles including but are not limited to braids, locks, twists, tight coils or curls, cornrows, Bantu knots, afros, weaves, wigs, or head wraps.

Any person who is a member of an indigenous tribe of the United States or another country may wear tribal regalia in any public or private location where the person is otherwise authorized to be on school grounds or at any school function.

Health and Safety Considerations. Students may be required to wear protective clothing or equipment or otherwise modify their attire or secure their hair to ensure the safety of themselves and others. In such cases, a good faith effort to reasonably accommodate students will be made to ensure safety without compromising religious beliefs,

grooming practices, or requiring students to permanently alter their appearance. The least restrictive means appropriate to address the identified health or safety concern shall be used.

Health and Safety Accommodation Process. If a health and safety standard accommodation is necessary, the District will:

1. Engage in a good-faith effort to reasonably accommodate the student and
2. Notify the student's parent or guardian of such an attempt to accommodate the student's appearance or any attire, tribal regalia, hairstyles, adornment, or other characteristic associated with race, national origin, or religion
3. Attempt to obtain consent from a student's parent or guardian prior to altering a student's appearance or removing or altering a student's attire, tribal regalia, hairstyle, adornment, or other characteristic associated with race, national origin, or religion.

Recordkeeping. The District will record efforts made to accommodate a student's appearance, attire, hairstyle, adornment, or other characteristics associated with race, religion, sex, disability, or national origin. Each record must include: the student's name; federally identified demographic characteristics; date of the occurrence; the health and safety standard relating to the accommodation; the nature of the accommodation requested; staff involved; communication with parents/guardians/caregivers, and; the outcome of the effort.

Enforcement. Violations of this policy shall be addressed in a manner consistent with the board's policies regarding student discipline.

Adopted on: 4-20-2026
Revised on: _____
Reviewed on: _____

5033
Student Driving and Parking

Students who drive to school are required to park their vehicles and leave them unoccupied until it is time to drive home. The speed limit on school property is 15 miles per hour. Students may not drive or have access to their vehicles during the school day without the express permission of their building principal or the superintendent of schools.

Students are to park appropriately and in the assigned areas on school property. Student parking shall not be permitted in bus loading zones. When the buses are loading or unloading, all vehicles must stop and wait for the loading or unloading process to be completed.

By driving a vehicle to school and parking on school grounds, students consent to having that vehicle searched by school officials if school officials have reasonable suspicion that such a search will reveal a violation of school rules.

Adopted on: 4-20-2026
Revised on: _____
Reviewed on: _____

5035
Student Discipline

Administrative and teaching personnel may take actions regarding student behavior, other than those specifically provided in this policy and the Student Discipline Act, which are reasonably necessary to aid the student, further school purposes, or prevent interference with the educational process. Such actions may include, but need not be limited to, counseling of students, parent conferences, referral to restorative justice practices or services, rearrangement of schedules, requirements that a student remain in school after regular hours to do additional work, restriction of extracurricular activity, or requirements that a student receive counseling, psychological evaluation, or psychiatric evaluation upon the written consent of a parent or guardian to such counseling or evaluation. Disciplinary consequences may also include in-school suspension, Saturday School, and any other consequence authorized by law. District administrators may develop building-specific protocols for the imposition of student discipline.

Any disciplinary action taken by staff must be consistent with the requirements of other applicable laws, including but not limited to the IDEA, Section 504, and Title IX.

In this policy, references to "Principal" shall include building principals, the principal's designee, or other appropriate school district administrators.

Any statement, notice, recommendation, determination, or similar action specified in this policy shall be effectively given at the time written evidence thereof is delivered personally to or upon receipt of certified or registered mail or upon actual knowledge by a student or his or her parent or guardian.

Any student who is suspended or expelled from school pursuant to this policy may not participate in any school activity during the duration of that exclusion including adjacent school holidays and weekends. The student activity eligibility of a student who is mandatorily reassigned shall be determined on a case-by-case basis by the principal of the building to which the student is reassigned.

Pre-Kindergarten through Second Grade Students

Notwithstanding any other provision of this policy, an elementary school shall not suspend a student in pre-kindergarten through second grade unless the student brings a deadly weapon as defined in section 28-109 on school grounds, in a vehicle owned, leased, or contracted by a school being used for a school purpose or in a vehicle being driven for a school purpose by a school

employee or his or her designee, or at a school-sponsored activity or athletic event. As an alternative to suspension, the school district may take any action authorized by law, including those provided in section 79-258.

Makeup Work for Suspended Students

Any student who is suspended must be given an opportunity to complete any classwork and homework missed during the period of suspension, including, but not limited to, examinations ("makeup work"). Any makeup work must be completed and turned in within 2 school days after completion of the suspension. This makeup guideline shall be provided to the student and a parent or guardian at the time of suspension. Suspended students may not be required to attend the school's alternative program for expelled students in order to complete classwork or homework.

Short-Term Suspension

The Principal may exclude students from school or any school function for a period of up to five school days (short-term suspension) on the following grounds:

1. Conduct constituting grounds for expulsion as hereinafter set forth; or,
2. Other violations of rules and standards of behavior adopted by the Board of Education or the administrative or teaching staff of the school, that occur on or off school grounds, if such conduct interferes with school purposes or there is a connection between such conduct and school.

The following process applies to short-term suspension:

1. The Principal shall make a reasonable investigation of the facts and circumstances. Short-term suspension shall be imposed only after a determination that the suspension is necessary to help any student, to further school purposes, or to prevent an interference with school purposes.
2. Prior to commencement of the short-term suspension, the student will be given oral or written notice of the charges against the student. The student will be advised of what he or she is accused of having done, be given an explanation of the evidence the authorities have, and be given an opportunity to explain the student's version of the facts.
3. Within 24 hours or such additional time as is reasonably necessary, not to exceed an additional 48 hours, following the suspension, the Principal will send a written statement to the student, and the student's parent or guardian, describing the student's conduct, misconduct or violation of the rule or standard and the reasons for the action taken. An

opportunity will be given to the student, and the student's parent or guardian, to have a conference with the Principal ordering the short-term suspension before or at the time the student returns to school and shall document such effort in writing. The Principal shall determine who, in addition to the parent or guardian, is to attend the conference.

4. Students who are short-term suspended must be given the opportunity to complete classwork and homework missed during the period of suspension, including but not limited to examinations, as provided herein.

Emergency Exclusion

Students may be emergency excluded from school pursuant to the board's separate policy on emergency exclusion or state law.

Weapons and/or Firearms

Weapons. No student may possess, handle, or transmit any weapon while on school grounds, in a school vehicle, or at any school activity or event off school grounds except as permitted by this policy. ***Definition of Weapon.*** The term "weapon" means any object, device, instrument, material, or substance which is capable of causing injury in the manner it is used or intended to be used.

Firearms. No student may bring, possess, handle or transmit a firearm on school grounds, in a school owned vehicle, or at a school activity or event off school grounds, except as permitted by this policy. ***Definition of Firearm.*** The term "firearm, as defined in 18 U.S.C. 921, means any weapon (including a starter gun) which will or is designed to or may readily be converted to expel a projectile by the action of an explosive, the frame or receiver of any such weapon, any firearm muffler or firearm silencer, or any destructive device (excluding an antique firearm).

Exceptions Regarding Firearms and Weapons. The only exceptions for a student to bring or possess a weapon, including a firearm, are as follows:

1. The issuance of firearms to or possession of firearms by members of the Reserve Officers Training Corps when training or
2. Firearms which may lawfully be possessed by the person receiving instruction under the immediate supervision of an adult instructor who may lawfully possess firearms.

Consequences - Firearm. Any student who brings a firearm, as that term is defined in 18 United States Code 921, to school will be expelled from school

for one calendar year. The superintendent of schools and the board of education shall have the authority to modify the expulsion requirement on a case-by-case basis.

Consequences – Weapon. State law and this policy provide that any student who violates this policy by knowingly bringing, possessing, handling or transmitting a weapon, other than a firearm, on school grounds, in a school owned vehicle, or at a school activity or event off school grounds may be suspended on a long-term basis, mandatorily reassigned, or expelled for the remainder of the school year in which the expulsion takes effect (if the misconduct occurs during the first semester) or the remainder of the second semester, summer school, and the first semester of the following school year (if the misconduct occurs during the second semester).

Confiscation of Firearms and Weapons. Administrative and teaching personnel are statutorily authorized, without a warrant, to confiscate any firearm or weapon possessed in violation of this policy. Any firearm that is confiscated by school personnel shall be delivered to a peace officer as soon as practicable. Such firearms are subject to being destroyed by law enforcement authorities.

Report to Law Enforcement Authorities. All school personnel are required to report any violation of this policy to a principal or the superintendent of schools. Pursuant to state and federal law, school personnel are required to report to law enforcement authorities when a student brings a firearm to school.

Long-Term Suspension

Students may be excluded by the Principal from school or any school function for a period of more than five school days but less than twenty school days (long-term suspension) for any conduct constituting grounds for expulsion as hereinafter set forth. The process for long-term suspension is set forth below.

Expulsion

1. **Meaning of Expulsion.** Expulsion means exclusion from attendance in all schools, grounds and activities of or within the system for a period not to exceed the remainder of the semester in which it took effect unless the misconduct occurred (a) within ten school days prior to the end of the first semester, in which case the expulsion shall remain in effect through the second semester, or (b) within ten school days prior to the end of the second semester, in which case the expulsion shall remain in effect for summer school and the first semester of the

following school year, or (c) unless the expulsion is for conduct specified in these rules or in law as permitting or requiring a longer removal, in which case the expulsion shall remain in effect for the period specified therein. Such action may be modified or terminated by the school district at any time during the expulsion period.

2. **Summer Review**. Any expulsion that will remain in effect during the first semester of the following school year will be automatically scheduled for review before the beginning of the school year. The review will be conducted by the hearing officer who conducted the initial expulsion hearing, or a hearing officer appointed by the Superintendent in the event no hearing was previously held or the initial hearing officer is no longer available or willing to serve, after the hearing officer has given notice of the review to the student and the student's parent or guardian. This review shall be limited to newly discovered evidence or evidence of changes in the student's circumstances occurring since the original hearing. This review may lead to a recommendation by the hearing officer that the student be readmitted for the upcoming school year. If the school board or board of education or a committee of such board took the final action to expel the student, the student may be readmitted only by action of the board. Otherwise the student may be readmitted by action of the Superintendent.
3. **Suspension of Enforcement of an Expulsion**: Enforcement of an expulsion action may be suspended (i.e., "stayed") for a period of not more than one full semester in addition to the balance of the semester in which the expulsion takes effect, and as a condition of such suspended action, the student may be assigned to a school, class, or program/plan and to such other consequences which the school district deems appropriate.
4. **Alternative School or Pre-expulsion Procedures.** The school shall either provide an alternative school, class or educational program for expelled students, or shall follow the pre-expulsion procedures outlined in NEB. REV. STAT. 79-266.
5. **Conclusion of Expulsion.** At the conclusion of an expulsion, the school district will reinstate the student and accept nonduplicative, grade-appropriate credits earned by the student during the term of expulsion from any Nebraska accredited institution or institution accredited by one of the six regional accrediting bodies in the United States.

Grounds for Long-Term Suspension, Expulsion or Mandatory Reassignment:

The following conduct constitutes grounds for long-term suspension, expulsion, or mandatory reassignment, subject to the procedural provisions of the Student Discipline Act, NEB. REV. STAT. § 79-254 through 79-296, when

such activity occurs on school grounds, in a vehicle owned, leased, or contracted by a school being used for a school purpose or in a vehicle being driven for a school purpose by a school employee or by his or her designee, or at a school-sponsored activity or athletic event:

1. Use of violence, force, coercion, threat, intimidation, or similar conduct in a manner that constitutes a substantial interference with school purposes. The board has determined that the use of synthetic media such as deepfakes may constitute "similar conduct";
2. Willfully causing or attempting to cause substantial damage to property, stealing or attempting to steal property of substantial value, or repeated damage or theft involving property;
3. Causing or attempting to cause personal injury to a school employee, to a school volunteer, or to any student. Personal injury caused by accident, self-defense, or other action undertaken on the reasonable belief that it was necessary to protect some other person shall not constitute a violation of this subdivision;
4. Threatening or intimidating any student for the purpose of or with the intent of obtaining money or anything of value from such student;
5. Knowingly possessing, handling, or transmitting any object or material that is ordinarily or generally considered a weapon (*see also board policy on weapons and firearms*);
6. Engaging in the unlawful possession, selling, dispensing, or use of a controlled substance or an imitation controlled substance, as defined in section 28-401, a substance represented to be a controlled substance, or alcoholic liquor as defined in section 53-103.02 or being under the influence of a controlled substance or alcoholic liquor (*note: the term "under the influence" for school purposes has a less strict meaning than it does under criminal law; for school purposes, the term means any level of impairment and includes even the odor of alcohol on the breath or person of a student; also, it includes being impaired by reason of the abuse of any material used as a stimulant*);
7. Public indecency as defined in section 28-806, except that this prohibition shall apply only to students at least twelve years of age but less than nineteen years of age;
8. Engaging in bullying as defined in section 79-2,137 and in these policies;
9. Sexually assaulting or attempting to sexually assault any person if a complaint has been filed by a prosecutor in a court of competent jurisdiction alleging that the student has sexually assaulted or attempted to sexually assault any person, including sexual assaults or attempted sexual assaults which occur off school grounds not at a school function, activity, or event. For purposes of this subdivision, sexual assault means sexual assault in the first degree as defined in section 28-319, sexual assault in the second degree as defined in section 28-

320, sexual assault of a child in the second or third degree as defined in section 28-320.01, or sexual assault of a child in the first degree as defined in section 28-319.01, as such sections now provide or may hereafter from time to time be amended;

10. Engaging in any other activity forbidden by the laws of the State of Nebraska which activity constitutes a danger to other students or interferes with school purposes; or
11. A repeated violation of any of the following rules if such violations constitute a substantial interference with school purposes:
    a. The use of language, written or oral, or conduct, including gestures, which is profane or abusive to students or staff members. Profane or abusive language or conduct includes, but is not limited to, that which is commonly understood and intended to be derogatory toward a group or individual based upon race, gender, national origin, or religion;
    b. Dressing or grooming in a manner which violates the school district's dress code and/or is dangerous to the student's health and safety, a danger to the health and safety of others, or which is disruptive, distracting or indecent to the extent that it interferes with the learning and educational process;
    c. Violating school bus rules as set by the school district or district staff;
    d. Possessing, using, selling, or dispensing tobacco, drug paraphernalia, an electronic nicotine delivery system, or a tobacco imitation substance or packaging, regardless of form, including cigars, cigarettes, chewing tobacco, and any other form of tobacco, tobacco derivative product or imitation or electronic cigarettes, vapor pens, etc.;
    e. Possessing, using, selling, or dispensing any drug paraphernalia or imitation of a controlled substance regardless of whether the actual substance possessed is a controlled substance by Nebraska law;
    f. Possession of pornography, including creation, possession, dissemination, accessing, sale, or any other use of synthetic media, such as deepfakes;
    g. Sexting or the possession of sexting images (a combination of sex and texting - the act of sending sexually explicit messages or photos electronically), including creation, possession, dissemination, accessing, sale, or any other use of synthetic media, such as deepfakes;
    h. Engaging in hazing, defined as any activity expected of someone joining a group, team, or activity that humiliates, degrades or risks emotional and/or physical harm, regardless of the person's willingness to participate. Hazing activities are generally

considered to be: physically abusive, hazardous, and/or sexually violating and include but are not limited to the following: personal servitude; sleep deprivation and restrictions on personal hygiene; yelling, swearing and insulting new members/rookies; being forced to wear embarrassing or humiliating attire in public; consumption of vile substances or smearing of such on one's skin; branding; physical beatings; binge drinking and drinking games; sexual simulation and sexual assault;

i. Bullying which shall include cyberbullying, defined as the use of the internet, including but not limited to social networking sites such as Facebook, cell phones or other devices to send, post or text message images and material intended to hurt or embarrass another person. This may include, but is not limited to; continuing to send e-mail to someone who has said they want no further contact with the sender; sending or posting threats, sexual remarks or pejorative labels (i.e., hate speech); ganging up on victims by making them the subject of ridicule in forums, and posting false statements as fact intended to humiliate the victim; disclosure of personal data, such as the victim's real name, address, or school at websites or forums; posing as the identity of the victim for the purpose of publishing material in their name that defames or ridicules them; sending threatening and harassing text, instant messages or emails to the victims; and posting or sending rumors or gossip to instigate others to dislike and gang up on the target;
j. Violations of the district's acceptable computer use policy;
k. Knowingly possessing, handling, or transmitting any object or material that is ordinarily or generally considered a simulated or "look-a-like" weapon;
l. Using any object to simulate possession of a weapon;
m. Knowingly making a false statement or knowingly submitting false information during the Title IX grievance process or any other school investigation or making a materially false statement in bad faith in the course of a Title IX grievance proceeding or any other school investigation;
n. Violation of the school's audio and video recording policy; and
o. Any other violation of any board policy, handbook provision, or rule or regulation established by a school district staff member pursuant to authority delegated by the board.

Due Process Afforded to Students Facing Long-term Suspension or Expulsion

The following procedures shall be followed regarding any long-term suspension, expulsion, or mandatory reassignment:

1. The decision to recommend discipline shall be made within two school days after learning of the alleged student misconduct. On the date of the decision to discipline, the Principal shall file with the Superintendent a written charge and a summary of the evidence supporting such charge.
2. The Principal shall serve the student and the student's parents or guardian with a written notice by registered or certified mail or personal service within two school days of the date of the decision to recommend long-term suspension or expulsion. The notice shall include the following:

    a. The rule or standard of conduct allegedly violated and the acts of the student alleged to constitute a cause for long-term suspension, expulsion, or mandatory reassignment, including a summary of the evidence to be presented against the student;
    b. The penalty, if any, which the principal has recommended in the charge and any other penalty to which the student may be subject;
    c. A statement that, before long-term suspension, expulsion, or mandatory reassignment can be invoked, the student has a right to a hearing, upon request, and that if the student is suspended pending the outcome of the hearing, the student may complete classwork and homework, including, but not limited to, examinations, missed during the period of suspension pursuant to district guidelines which shall not require the student to attend the school district's alternative programs for expelled students in order to complete classwork or;
    d. A description of the hearing procedures provided by the act, along with procedures for appealing any decision rendered at the hearing;
    e. A statement that the principal, legal counsel for the school, the student, the student's parent, or the student's representative or guardian has the right (i) to examine the student's academic and disciplinary records and any affidavits to be used at the hearing concerning the alleged misconduct and (ii) to know the identity of the witnesses to appear at the hearing and the substance of their testimony; and
    f. A form on which the student, the student's parent, or the student's guardian may request a hearing, to be signed by such parties and delivered to the principal or superintendent in person or by registered or certified mail to the address provided on the form.

3. When a notice of intent to discipline a student by long-term suspension, expulsion, or mandatory reassignment is filed with the superintendent, the student may be suspended by the principal until the date the long-term suspension, expulsion, or mandatory reassignment takes effect, if the principal determines that the student must be suspended immediately to prevent or substantially reduce the risk of (a) interference with an educational function or school purpose or (b) a personal injury to the student himself or herself, other students, school employees, or school volunteers.
4. Nothing in this policy shall preclude the student, student's parents, guardian or representative from discussing and settling the matter with appropriate school personnel prior to the time the long-term suspension, expulsion, or mandatory reassignment takes effect.
5. If a hearing is requested within five days after receipt of the notice, the Superintendent shall recommend appointment of a hearing examiner within two school days after receipt of the hearing request. The student or the student's parent or guardian may request designation of a hearing examiner other than the hearing examiner recommended by the superintendent if notice of the request is given to the superintendent within two school days after receipt of the superintendent's recommended appointment. Upon receiving such request, the superintendent must provide one alternative hearing examiner who is not an employee of the school district or otherwise currently under contract with the school district and whose impartiality may not otherwise be reasonably questioned. The student or the student's parent or guardian must, within five school days, select a hearing examiner to conduct the hearing who was recommended or provided as an alternative hearing examiner, and shall notify the superintendent in writing of the selection. The superintendent must appoint the selected hearing examiner upon receipt of such notice.
6. The hearing examiner must, within two school days after being appointed, give written notice to the principal, the student, and the student's parent or guardian of the time and place for the hearing.
7. The hearing shall be held within a period of five school days after appointment of the hearing examiner, but such time may be changed by the hearing examiner for good cause with consent of the parties. No hearing shall be held upon less than two school days' actual notice to the principal, the student, and the student's parent or guardian, except with the consent of all the parties.
8. The principal or legal counsel for the school, the student, and the student's parent, guardian, or representative have the right to receive a copy of all records and written statements referred to in the Student Discipline Act as well as the statement of any witness in the possession

of the school board or board of education no later than forty-eight hours prior to the hearing.

9. If a hearing is requested more than five school days following the receipt of the written notice, but not more than thirty calendar days after receipt, the Superintendent shall appoint a hearing examiner. The hearing will be held according to the requirements of section 79-269. The student shall be entitled to a hearing but the consequence imposed may continue in effect pending final determination.
10. If a request for hearing is not received within thirty calendar days following the mailing or delivery of the written notice, the student shall not be entitled to a hearing.

In the event a hearing is requested, the hearing, hearing procedures, the student's rights and any appeals or judicial review permitted by law shall be governed by the applicable provisions of the Nebraska Student Discipline Act (NEB. REV. STAT. § 79-254 to 79-294).

Reporting Requirement to Law Enforcement

Violations of this section will result in a report to law enforcement if:

1. The violation includes possession of a firearm;
2. The violation results in child abuse;
3. It is a violation of the Nebraska Criminal Code that the administration believes cannot be adequately addressed solely by discipline from the school district;
4. It is a violation of the Nebraska Criminal Code that endangers the health and welfare of staff or students;
5. It is a violation of the Nebraska Criminal Code that interferes with school purposes;
6. The report is required or requested by law enforcement or the county attorney.

Adopted on: 4-20-2026
Revised on: _____
Reviewed on: _____

5036
Lockers

Lockers are the property of the school district and students are permitted to use them without charge. The assignment of a locker is on a temporary basis and may be revoked at any time. School officials may inspect student lockers without any particularized suspicion or reasonable cause.

Adopted on: 4-20-2026
Revised on: _____
Reviewed on: _____

5037
Student Internet and Computer Access

Students are expected to use computers and the Internet as an educational resource. The following procedures and guidelines govern the use of computers and the Internet at school.

I. Student Expectations in the Use of the Internet

A. Acceptable Use

1. Students may use the Internet to conduct research assigned by teachers.
2. Students may use the Internet to conduct research for classroom projects.
3. Students may use the Internet to gain access to information about current events.
4. Students may use the Internet to conduct research for school-related activities.
5. Students may use the Internet for appropriate educational purposes.

B. Unacceptable Use

1. Students shall not use school computers to gain access to material that is obscene, pornographic, harmful to minors, or otherwise inappropriate for educational uses.
2. Students shall not engage in any illegal or inappropriate activities on school computers, including the downloading and copying of copyrighted material.
3. Students shall not use e-mail, chat rooms, instant messaging, or other forms of direct electronic communications on school computers for any unauthorized or unlawful purpose or in violation of any school policy or directive.
4. Students shall not use school computers to participate in on-line auctions, on-line gaming or mp3/mp4 sharing systems.
5. Students shall not disclose personal information, such as their names, school, addresses, or telephone numbers outside the school network.

6. Students shall not use school computers for commercial advertising or political advocacy of any kind without the express written permission of the system administrator.

7. Students shall not publish web pages that purport to represent the school district or the work of students at the school district without the express written permission of the system administrator.

8. Students shall not erase, rename or make unusable anyone else's computer files, programs or disks.

9. Students shall not share their passwords with fellow students, school volunteers or any other individuals, and shall not use, or try to discover, another user's password.

10. Students shall not copy, change or transfer any software or documentation provided by the school district, teachers or another student without permission from the system administrator.

11. Students shall not write, produce, generate, copy, propagate or attempt to introduce any computer code designed to self-replicate, damage, or otherwise hinder the performance of any computer's memory, file system, or software. Such software is often called, but is not limited to, a bug, virus, worm, or Trojan Horse.

12. Students shall not configure or troubleshoot computers, networks, printers or other associated equipment, except as directed by a teacher or the system administrator.

13. Students shall not take home technology equipment (hardware or software) without permission of the system administrator.

14. Students shall not forge electronic mail messages or web pages.

II. Enforcement

A. Methods of Enforcement

1. The district monitors all Internet communications, Internet usage and patterns of Internet usage. Students have no right of privacy to any Internet communications or other electronic files. The computer system is owned by the school district. As with any school property, any electronic files on the system are subject to search and inspection at

any time.

2. The school district uses a technology protection measure that blocks access to some Internet sites that are not in accordance with the policy of the school district. Standard use of the Internet utilizes a proxy server-based filter that screens for non-curriculum related pages.

3. Due to the nature of filtering technology, the filter may at times filter pages that are appropriate for student research. The system administrator may override the technology protection measure for the student to access a site with legitimate educational value that is wrongly blocked.

4. The school district staff will monitor students' use of the Internet through direct supervision and by monitoring Internet use history to ensure enforcement of the policy.

B. Consequences for Violation of this Policy

1. Access to the school's computer system and to the Internet is a privilege, not a right. Any violation of school policy and rules may result in:

   a. Loss of computer privileges;

   b. Short-term suspension;

   c. Long-term suspension or expulsion in accordance with the Nebraska Student Discipline Act; and

   d. Other discipline as school administration and the school board deem appropriate.

2. Students who use school computer systems without permission and for non-school purposes may be guilty of a criminal violation and will be prosecuted.

III. Children's Online Privacy Protection Act (COPPA)

A. The school will not allow companies to collect personal information from children under 13 for commercial purposes. The school will make reasonable efforts to disable advertising in educational computer applications.

B. This policy allows the school to act as an agent for parents in the collection of information within the school context. The school's use of student information is solely for education purposes.

Adopted on: 4-20-2026
Revised on: _____
Reviewed on: _____

5039
Fundraising Activities

All fundraising activities shall require authorization by an administrator.

Adopted on: 4-20-2026
Revised on: _____
Reviewed on: _____

5040
Work Permits

The building principal or other authorized school official shall be responsible for the issuance of work permits for children in accordance with state law.

Adopted on: 4-20-2026
Revised on: _____
Reviewed on: _____

5041
Student Government

Students are encouraged to formulate and participate in elective and representative student government activities. The organization, operation and scope of the student government shall be administered by the superintendent or designee.

Adopted on: 4-20-2026
Revised on: _____
Reviewed on: _____

5042
Bulletin Boards

Bulletin boards and other electronic publishing spaces of the district may be provided for the use of students and student organizations for purposes of notifications related to student activities and student groups. The following general limitations apply to all posting or publishing:

1. All postings must be approved by the appropriate building principal or designee. Students may not post any material containing any statement or expression that is libelous, obscene, or vulgar; that would violate board of education policies, including the student code of conduct; or that is otherwise inappropriate for the school environment.

2. All postings must identify the student or the student organization posting or publishing the notice.

3. Published material may be removed after a reasonable time.

Adopted on: 4-20-2026
Revised on: _____
Reviewed on: _____

5043
School-Sponsored Publications

School-sponsored student publications and electronic media productions are part of the school district's instructional program. The board of education supports the development of student communication skills through school-sponsored newspapers, annuals, magazines, and electronic media including computer, video and digital productions.

Student publications and productions must conform to all good scholastic and professional journalistic standards. The board delegates to the superintendent of schools the right to prohibit dissemination of any school-sponsored publication or media production that does not conform to these standards, or which the superintendent or designee deems inappropriate for the school environment.

Adopted on: 4-20-2026
Revised on: _____
Reviewed on: _____

5044
Safe Pupil Transportation Plan
and
Pupil Transportation Vehicle Driver Satisfactory Driving Criteria

It is the goal of the school district to provide safe, comfortable and reliable transportation for bus-riding school children.

1. Emergency Procedures

a) Mechanical breakdown

In the event of a mechanical breakdown, the driver will:

1) Stop the vehicle in a safe location

2) Keep passengers in the vehicle, if it is safe to do so

3) Take steps to warn motorists, by activating hazard lights and placing emergency triangles

4) Radio or call for assistance

b) Injuries/Medical Emergencies

If a student is seriously injured or suffers from a medical emergency, the driver will stop the vehicle at the first safe opportunity. The driver will provide emergency medical assistance in accordance with the driver's first aid training. The driver will notify the school district of the emergency using the radio or other communication equipment. The district will then summon emergency medical services by immediately calling 911 and notify administrative personnel.

c) Severe Weather

1) Tornadoes.

If the driver determines that there is likelihood that a tornado will hit the vehicle, and there is not an escape route available or time to drive to a safe location, the driver will evacuate the vehicle, taking only the first aid kit. The driver will take the students to the basement of a nearby building or to the nearest depression or ditch upwind (toward the storm) of the vehicle far enough away from the vehicle so that it will not roll over on the students. The driver should instruct students to cover their heads with their arms. If the students are wearing coats or jackets, they can be used to provide additional protection for their heads and bodies. If there is no time to evacuate the students after stopping

the vehicle, the driver should have the students remain in their seats and assume a protective position with their heads below window level.

2) Winter Weather

If the school district or driver determines that a trip is too dangerous to drive due to winter weather conditions, the district will cancel the trip.

Parents should ensure that students are appropriately dressed for winter conditions.

3) Floods or Standing Water

It is generally appropriate to drive through a small or regular amount of water that has accumulated from a normal or typical rainfall. However, drivers should not drive through water on the road if: the water is moving or has a current; there is dangerous debris in the water; the driver cannot determine the depth of the water or there is a known dip in the road which would create a deeper section of water; or if there is any other water condition that the driver determines is unsafe to drive through.

d) Weapons, Hazardous Materials and Dangerous Contraband

If a driver discovers that a passenger may have a weapon, hazardous materials or other dangerous contraband on the vehicle, he or she should remain calm and call for assistance. The driver should not inform passengers of the presence of the weapon or other contraband.

e) Unattended Items on or Near Pupil Transportation Vehicle

The driver shall check for unattended items on or near the vehicle as part of the exterior and interior pre-trip inspections. If circumstances make an item suspicious (because it is out of context, makes a noise, has visible wires, placement was witnessed, was hidden, has unidentified powders or putty-like substances, etc.), the driver shall not inspect, move, or otherwise touch the item. School staff will evacuate the area, then immediately report the item to the staff member's direct supervisor, a principal, or the superintendent. If the unattended item is not suspicious (it has the characteristics of lost or misplaced property or of discarded trash, etc.), the driver may

examine the item more closely. This may include looking inside the item, attempting to identify the owner, reviewing security camera footage, or talking to those nearby, and then taking appropriate action.

f) Terroristic Threat

If a driver receives a terroristic threat that he or she deems credible, he or she will notify the school district of the threat using the radio or other communication equipment. After consulting with school officials, the driver will determine whether the threat requires evacuation of the bus. The school will promptly notify the authorities of the threat.

For purposes of this policy, a terroristic threat is a threat to commit any crime of violence or to burn or damage property with the purpose of terrorizing another or of causing the evacuation of the bus or in reckless disregard of causing such terror or inconvenience

g) Emergency Incident Reports

Drivers will provide written documentation of any of the emergency events specified in this policy by completing the incident form attached hereto. This documentation must be submitted to the school administration within 24 hours of the event.

2. Drop-off

Drivers will drop students off at a location pre-determined through communication between the school district and parents/guardians. In the event the drop-off location is uncertain or appears to be unsafe, the driver will communicate with school staff in the building to seek additional guidance.

In no event will a driver drop a student off in a location which in the reasonable judgment of the driver appears to be unsafe. Drivers who believe the drop-off location to be unsafe shall release students directly into the custody of a parent/guardian or shall return students to their school building.

3. Evacuation of Students With Disabilities

The transportation supervisor, in consultation with bus drivers and members of the administrative team, shall develop a written emergency evacuation plan for each bus route. The plan shall include an assessment of each student's ability to evacuate himself or herself as well as his or her ability to assist others.

Disabled students should practice their evacuation skills as required of their non-disabled peers if possible during evacuation drills. Students or other individuals who will be assisting disabled students evacuate during emergencies should practice this skill during evacuation drills. Drivers or students who will be assisting with the evacuation process should be familiar with any equipment on the bus that would aid in the actual evacuation.

4. Student Behavior on School Vehicles

Riding school vehicles is a privilege, not a right. Students must comply with the following rules and all school conduct rules and directives while riding in school vehicles. In addition, students must also comply with the student code of conduct while riding in school vehicles.

a) Rules of Conduct on School Vehicles:

1) Students must obey the driver promptly.

2) Students must wait in a safe place for the bus to arrive, clear of traffic and away from where the vehicle stops.

3) Students are prohibited from fighting, engaging in bullying, harassment or horseplay.

4) Students must enter the bus without crowding or disturbing others and go directly to their assigned seats.

5) Students must remain seated and keep aisles and exits clear while the vehicle is moving.

6) Students are prohibited from throwing or passing objects on, from, or into vehicles.

7) Students may not use profane language, obscene gestures, tobacco, alcohol, drugs or any other controlled substance on the vehicles.

8) Students may not carry weapons, look-a-like weapons, hazardous materials, nuisance items or animals onto the vehicle.

9) Students may carry on conversations in ordinary tones, but may not be loud or boisterous and should avoid talking to the driver while the vehicle is in motion. Students must be absolutely quiet when the vehicle approaches a railroad crossing and any time the driver calls for quiet.

10) Students may not open windows without permission from the driver. Students may not dangle any item (e.g., legs, arms, backpacks) out of the windows.

11) Student must secure any item or items that could break or produce injury if tossed about the inside of the vehicle if the vehicle were involved in an accident

12) Student must respect the rights and safety of others at all times.

13) Students must help keep the vehicle clean, sanitary and orderly. Students must remove all personal items and trash upon exiting.

14) Students may not leave or board the vehicle at locations other than the assigned stops at home or school unless approved prior to departure by the superintendent or designee.

15) Video cameras may be placed on buses, at random, to monitor student behavior on the bus.

b) Consequences

Drivers must promptly report all student misconduct to the administration. These reports may be oral or written. Students who violate the Rules for Conduct will be referred to their building principal for discipline. Disciplinary consequences may include:

1) Note home to parents

2) Suspension of bus riding privileges

3) Exclusion from extracurricular activities

4) In-school suspension

5) Short term or long term suspension from school

6) Expulsion

These consequences are not progressive, and school officials have discretion to impose any listed punishment they deem appropriate, in accordance with state and federal law and board policy.

c) Records

Records of vehicle misconduct will be forwarded to the appropriate building principal and will be maintained in the same manner as other student discipline records. Reports

of serious misconduct may be forwarded to law enforcement.

5. Functional Capacity of the Driver

The superintendent or designee shall confirm a pupil transportation driver's functional capacity and ability to conduct the daily tasks and emergency evacuations required of such a driver by:

- Observing the driver complete the required daily tasks and emergency evacuations;
- Observing, questioning, and/or directing the driver to perform tasks in a manner that measures the basic visual, cognitive, and physical abilities to complete the required daily tasks and emergency evacuation; or
- Directing the driver to complete a functional capacity evaluation or assessment conducted by a qualified professional.

The superintendent or designee will remove the driver from duties as a pupil transportation driver if he or she determines that a pupil transportation driver is not functionally capable or able to conduct the daily tasks and emergency evacuations required of such a driver.

6. Satisfactory Driving Criteria.

The superintendent or designee shall annually review every pupil transportation vehicle driver's Nebraska Department of Motor Vehicles driving record before such a driver operates a pupil transportation vehicle.

Individuals who have been convicted of any of the following or who meet any of the following conditions will not be allowed to serve as a pupil vehicle transportation driver:

- If the citation or conviction occurred at any time:
  - Motor vehicle homicide; or
  - Driving under the influence – 3rd or subsequent offense.
- If the citation or conviction occurred within the last 10 years:
  - Driving under the influence of drugs or alcohol;
  - Refusal to submit to a chemical test;
  - Failure to render aid in accident the driver was involved in;

- Speeding 15 miles per hour or more above the posted speed limit;
- Reckless driving (willful or otherwise);
- Careless driving;
- Negligent driving;
- Leaving the scene of an accident; or
- Failure to yield to a pedestrian with bodily injury to the pedestrian.

- If the driver has accumulated 5 points or more under an operator's license point system within the last 4 years.

The superintendent designee has the discretion to prohibit school personnel from driving a school vehicle for a citation or arrest for the above offenses or any other offense or reason. The superintendent or designee will make the final determination about the ability of an individual to serve as a pupil vehicle transportation driver.

Pupil vehicle transportation drivers must inform the superintendent or designee of any citation or conviction related to their driving within 24 hours of its occurrence or at the beginning of the next school day, whichever is earlier.

7. Emergency Evacuation Drill Procedures for Students Who Ride in Small Vehicles.

For purposes of this policy, "small vehicle" shall have the same meaning as in Rule 91 from the Nebraska Department of Education.

In a small vehicle accident or emergency situation, the driver must use his other best judgment to decide what action shall be taken. The primary responsibility is pupil safety. In an emergency it may be necessary that the vehicle be evacuated.

Students who are transported in a Small Vehicle shall be instructed in safe riding practices and participate in emergency evacuation drills at least twice during each school year. These drills shall be conducted in an appropriate location.

Drills shall be conducted to address each of the following reasons that an emergency evacuation may be required:

- The vehicle is on fire, in danger of catching fire, or is close to an existing fire or highly combustible material. Passengers shall be evacuated at least 100 feet or more upwind from the vehicle.
- The vehicle is stopped at an unsafe location and unable to move. The driver shall use his or her judgment regarding the need to evacuate and the distance of the evacuation.
- The vehicle's final stopping position: is in the path of any train or adjacent to railroad tracks; could change and increase danger; or is such that there is danger of collision. The driver shall evacuate the vehicle and use his or her judgment regarding the distance of the evacuation.

The safety of students is of utmost importance and must be given first consideration. Absent extenuating circumstance, the driver will place the transmission in park, activate the hazard warning lights, set the emergency brake, turn the ignition off, and remove the ignition key prior to evacuation.

If possible, students should exit the vehicle on the side away from any roadway.

During an evacuation, students should generally be led to a safe place at least 100 feet off the road in the direction of oncoming traffic. If there is a risk from spilled hazardous materials, lead the students upwind of the vehicle at least 300 feet.

After evacuation, the driver should address any injured students and call 911, law enforcement, or other authorities or service providers as the situation dictates. The driver shall then promptly inform the school district about the emergency situation.

Drivers shall not leave the scene until appropriate transportation arrangements have been made for all students and he/she has been instructed by a member of the administrative team that he/she may leave.

The school may select, train, and prepare students to assist in evacuation in the event that the driver is incapacitated or otherwise unable to direct the evacuation. Such training can include, but need not be limited to, turning off ignition switches; setting emergency brakes; summoning help; using

windows for evacuation in emergencies; setting flags and reflectors or reflective triangles; directing the evacuation; and training with evacuation equipment.

Evacuation of Students with Disabilities

Drivers should assess each student's ability to evacuate himself or herself from a Small Vehicle as well as his or her ability to assist others. Disabled students should practice their evacuation skills as required of their non-disabled peers if possible during evacuation drills. Students or other individuals who will be assisting disabled students evacuate during emergencies should practice this skill during evacuation drills. Drivers or students who will be assisting with the evacuation process should be familiar with any specialized equipment in the vehicle and used by disabled students that would aid in the actual evacuation.

Emergency Equipment. Emergency equipment may include first aid kits, fire extinguishers, reflectors, flags, vehicle hazard lights, and other similar equipment. Drivers and students (as appropriate) should be made familiar with the purpose and use of this equipment during drills.

Adopted on: 4-20-2026
Revised on: _____
Reviewed on: _____

5046
Secret Organizations

Secret organizations are prohibited. School officials shall not allow any person or representative of any such organization to enter upon school grounds or school buildings for the purpose of rushing or soliciting students to participate in any secret fraternity, society or association.

Adopted on: 4-20-2026
Revised on: _____
Reviewed on: _____

5048
Emergency Response to Life Threatening Asthma or Systemic Allergic Reactions (ANAPHYLAXIS)

School employees will comply with the requirements of "Protocol: Emergency Response to Life Threatening Asthma or Systemic Allergic Reactions (Anaphylaxis)". The district shall procure and maintain the equipment and medication necessary to implement the protocol.

The superintendent shall obtain the required signature(s) of one or more physicians licensed to practice medicine in Nebraska on the form entitled "Protocol: Emergency Response to Life Threatening Asthma or Systemic Allergic Reactions (Anaphylaxis)" ("Protocol"). The superintendent shall publish this policy and Protocol in each employee handbook.

The superintendent shall arrange to have a qualified medical person train employees, and for training updates as necessary.

Adopted on: 4-20-2026
Revised on: _____
Reviewed on: _____

5050
Reporting Related to Exempt (Home) Schools

Students in Nebraska may choose to be educated at an exempt (home) school that meets the requirements of statute and the Nebraska Department of Education.

Pursuant to state law, the school district's administration will inform the appropriate agency of the names of all students who are school age and known not to be in attendance at a public, private, parochial or denominational school that has met the requirements for legal operation prescribed in statute and the rules of the Nebraska Department of Education.

Adopted on: 4-20-2026
Revised on: _____
Reviewed on: _____

5052
School Wellness

The school district is committed to providing a school environment that enhances learning and the development of lifelong wellness. The goals outlined in this policy were determined and selected after reviewing and considering evidence-based strategies.*

1. Goals for Nutrition Promotion and Education

a. The district will promote healthy food and beverage choices for all students, as well as encourage participation in school meal programs by such methods as implementing evidence-based healthy food promotion techniques through the school meal programs and promoting foods and beverages that meet or exceed the USDA Smart Snacks in School nutrition standards.

b. The health curriculum will include information on good nutrition and healthy living habits.

c. Teachers will incorporate information on nutrition and wellness into the classroom curriculum as appropriate.

d. The district will collaborate with public and private entities to promote student wellness.

e. Water will be made available to students throughout the school day.

2. Goals for Physical Activity

a. The school district's curriculums shall include instruction on physical activity and habits for healthy living.

b. Students will be encouraged to engage in physical activities throughout the school day and will be provided with opportunities to do so.

c. The district encourages parents and guardians to support their children's participation in physical activity, to be physically active role models, and to include physical activity in family events.

3. Goals for Other School-Based Activities Designed to Promote Student Wellness

a. The district will participate in state and federal child nutrition programs as appropriate.

b. The district will provide professional development, support, and resources for staff about student wellness.

c. Students will be provided sufficient time in which to eat school-provided meals.

d. The district's lunchrooms will be attractive and well-lighted.

e. The district will allow other health-related entities to use school facilities for activities such as health clinics and screenings so long as the activities meet the district's requirements and criteria for the use of facilities.

f. The district may partner with other individuals or entities in the community to support the implementation of this policy.

g. The district will strive to provide physical activity breaks for all students, recess for elementary students, and before and after school activities, as well as encourage students to use active transport (walking, biking, etc.)

h. The district will use evidence-based strategies to develop, structure, and support student wellness.

4. Standards and Nutrition Guidelines for All Foods and Beverages Sold to Students on the School Campus and During the School Day

a. The district will ensure that student access to foods and beverages meet federal, state and local laws and guidelines including, but not limited to:

   i. USDA National School Lunch and School Breakfast nutrition standards

   ii. USDA Smart Snacks in School nutrition standards.

b. The district will offer students a variety of age-appropriate, healthy food and beverage selections with plenty of fruits, vegetables, and whole grains aimed at meeting the nutrition needs of students within their calorie requirements in order to promote student health and reduce childhood obesity.

5. Standards for All Foods and Beverages Provided, But Not Sold to Students During the School Day

The district may provide a list of healthy party ideas or food and beverage alternatives to parents, teachers, and students for classroom parties, rewards and incentives, or classroom snacks. The district discourages the use of food and beverages as a reward or incentive for performance or behavior.

6. Food and Beverage Marketing

Marketing and advertising are only allowed on school grounds or at school activities for foods and beverages that meet or exceed the USDA Smart Snacks in School nutrition standards, except as follows:

a. This requirement does not apply to marketing that occurs at events outside of school hours such as after school sporting or any other events, including school fundraising events.

b. The district will not immediately replace menu boards, coolers, tray liners, beverage cups, and other food service equipment with depictions of noncompliant products or logos to comply with the new USDA Smart Snacks in Schools nutrition requirements. All previously purchased products will be used, and all existing contracts honored.

c. All equipment that currently displays noncompliant marketing materials will not be removed or replaced (e.g., a score board with a Coca-Cola logo). However, as the district reviews and considers new contracts, and as scoreboards or other such durable equipment are replaced or updated over time, any products that are marketed and advertised will meet or exceed the USDA Smart Snacks in School nutrition standards

7. Public Participation

Parents, students, representatives of the school food authority, teachers, school health professionals, board members, school administrators, and members of the general public shall be allowed to provide their input to the school district during the wellness policy adoption and review process.

8. Competitive Foods (Includes Food and Beverages Sold in Vending Machines, School Stores, and Fundraisers)

a. Definitions. "Competitive food" means all food and beverages other than meals reimbursed under programs authorized by the Richard B. Russell National School Lunch Act and the Child Nutrition Act of 1966 available for sale to students on the school campus during the school day. For the purpose of competitive food standards implementation, "school day" means the period from the midnight before to 30 minutes after the end of the official school day.
b. Applicability. Except as otherwise allowed by the Nebraska Department of Education (NDE) or applicable law, all competitive food sold during the school day must meet the USDA Smart Snacks Standards and the nutrition standards found in 7 CFR § 210.11. The competitive food restrictions do not apply to food sold during non-school day hours, weekends, and off-campus fundraising events such as concessions during after-school sporting events, school plays or concerts; or to bulk food items that are sold for consumption at home. (Ex: frozen pizzas, cookie dough tubs, etc.)
c. Fundraiser Exemptions. A special exemption is allowed for the sale of food and/or beverages that do not meet the competitive food standards as required in this section for the purpose of conducting an infrequent school-sponsored fundraiser. The specially exempted fundraisers must not take place more than the frequency specified by NDE during such periods that schools are in session. No specially exempted fundraiser foods or beverages may be sold in competition with school meals in the food service area during the meal service.
d. Other Exemptions. The only other nutrition exemptions from the competitive food requirements are those found in 7 CFR § 210.11.
e. Other Limitations. No competitive food can be sold to children anywhere on school premises beginning one half hour before breakfast and/or lunch service until one half

hour after meal service unless all proceeds earned during these time periods go to the school nutrition program.

9. Triennial Assessment

The school board shall assess and review this policy at least every three years to determine:

a. Compliance with this policy;

b. How this policy compares to NDE model wellness policies;

c. Progress made in attaining the goals of this policy.

The school board will update or modify this policy as appropriate.

10. Public Notice

In addition to identifying the topic on its meeting agenda as required by the Open Meetings Act, the school district will provide notice of this policy at least annually to the public and other stakeholders identified in this policy by one or more of the following methods: on its webpage, in its newsletter, in the student and employee handbooks, newspaper advertisements, direct mailings, electronic mail, and public postings.

In addition to identifying the topic on its meeting agenda as required by the Open Meetings Act, the school district will provide notice of the Triennial Assessment and progress reports towards meeting the goals in this policy using one or more of those same methods.

11. Recordkeeping

The District will retain records to document compliance with the requirements of the wellness policy at its central office.

12. Operational Responsibility

The superintendent is responsible for coordinating the implementation of this policy and for monitoring the district's progress in meeting the goals established by this policy. The superintendent will periodically report to the board on the district's progress in implementing this policy.

* These strategies include, but are not necessarily limited to, those cited in the Alliance for a Healthier Generation's Model Wellness Policy (Updated June 2020 to Reflect the USDA Final Rule) found at https://api.healthiergeneration.org/resource/2.

Adopted on: 4-20-2026
Revised on: _____
Reviewed on: _____

5053
Self-Management of Diabetes or Asthma/Anaphylaxis

Upon receiving the written request of a student's parent or guardian and the written medical authorization described in the applicable provisions below, the school district will work with the parent or guardian in consultation with appropriate medical professionals to develop a medical management plan for a student with diabetes, asthma, or anaphylaxis (referred to herein as "medical condition").

A student with diabetes must obtain written authorization to self-manage from the student's physician. The plan for a student with diabetes will (a) identify the health care services the student may receive at school, (b) evaluate the student's understanding of and ability to self-manage his or her medical condition, (c) permit regular monitoring of the student's self-management by an appropriately credentialed health care professional, and (d) be signed by the student's parent or guardian and the physician responsible for the student's medical condition.

A student with asthma or anaphylaxis must obtain written authorization to self-manage from the student's physician or from the health care professional who prescribed the medication for treatment of the student's condition. The plan for a student with asthma or anaphylaxis will (a) identify the health care services the student may receive at school, (b) evaluate the student's understanding of and ability to self-manage his or her medical condition, (c) permit regular monitoring of the student's self-management by an appropriately credentialed health care professional, (d) include the name, purpose, and dosage of the prescription asthma or anaphylaxis medication prescribed for such student, (e) include procedures for storage and access to backup supplies of such prescription asthma or anaphylaxis medication, and (f) be signed by the student's parent or guardian and the physician or other health care professional responsible for the student's medical condition.

The plan will permit the students to self-manage his or her medical condition in any part of the school or on school grounds during any school-related activity, or in a private location. The parent or guardian of a student for whom such a medical management plan has been developed shall sign a statement acknowledging that (a) the school and its employees and agents are not liable for any injury or death arising from a student's self-management of his or her medical condition and (b) the parent or guardian will indemnify and hold harmless the school district and its employees and agents against any claim arising from a student's self-management of his or her medical condition. The student's parent or guardian will be personally responsible for any and all costs associated with any injury to school personnel or another student resulting

from the a student's misuse of necessary medical supplies.

The district may prohibit a student who is self-managing his or her diabetic condition from possessing medical supplies for self-management and may establish other necessary and appropriate restrictions or conditions when the district determines that the student has endangered himself, herself, or others through misuse or threatened misuse of such medical supplies. The district will promptly notify the parent or guardian of any such prohibition, restriction, or condition.

The district may impose disciplinary consequences on a student with asthma or anaphylaxis who uses his or her prescription asthma or anaphylaxis medication other than prescribed. These disciplinary consequences shall not include limitations on the student's access to necessary medication. The district will promptly notify the parent or guardian of any disciplinary action imposed.

Adopted on: 4-20-2026
Revised on: _____
Reviewed on: _____

5054
Student Bullying

Definition of Bullying. Nebraska statute defines bullying as "an ongoing pattern of physical, verbal or electronic abuse." The Centers for Disease Control and Prevention defines bullying as "any unwanted aggressive behavior(s) by another youth or group of youths who are not siblings or current dating partners that involves an observed or perceived power imbalance and is repeated multiple times or is highly likely to be repeated." The school district's administrators will consider these definitions when determining whether any specific situation constitutes bullying. These definitions include both in-person and cyberbullying behaviors.

Bullying Prohibited. Students are prohibited from engaging in any form of bullying behavior.

Reporting Bullying. Students who experience or observe bullying behavior must immediately report what happened to a teacher or administrator. Students can use the district's anonymous platform Safe 2 Help to make this report. Students may always confer with their parents or guardians about bullying they experience or witness, but the students must also ultimately report the situation to a teacher or administrator.

Bullying Investigations. School district staff will investigate allegations of bullying using the same practices and procedures that the district observes for student disciplinary matters. In no circumstance will school district staff be deliberately indifferent to allegations of bullying.

Disciplinary Consequences. The disciplinary consequences for bullying behavior will depend on the frequency, duration, severity and effect of the behavior.

A student who engages in bullying behavior on school grounds, in a vehicle owned, leased, or contracted by a school being used for a school purpose by a school employee or his or her designee, or at school-sponsored activities or school-sponsored athletic events may be subject to disciplinary consequences including but not limited to long-term suspension, expulsion, or mandatory reassignment.

Without limiting the foregoing, a student who engages in bullying behavior that materially and substantially interferes with or disrupts the

educational environment, the district's day-to-day operations, or the education process, regardless of where the student is at the time of engaging in the bullying behavior, may be subject to discipline to the extent permitted by law.

Bullying Based on Protected Class Status. Bullying based on protected class status is unique and may require additional investigation. The appropriate district staff member or coordinator will promptly investigate bullying complaints that violate the district's antidiscrimination policies.

Support for Students Who Have Experienced Bullying. Regardless of where the bullying occurred, the district will consider whether victims of bullying are suffering an adverse educational impact and, if appropriate, will refer those students to the district's student assistance team.

Bullying Prevention and Education. Students and parents are encouraged to inform teachers or administrators orally or in writing about bullying behavior or suspected bullying behavior. School employees are required to inform the administrator of all such reports. The appropriate administrator shall promptly investigate all such reports. Each building shall engage in activities which educate students about bullying, bullying prevention and digital citizenship.

Policy Review. The school district shall review this policy annually.

Adopted on: 4-20-2026
Revised on: _____
Reviewed on: _____

5055
Enrollment in Kindergarten

A child must reach the age of five on or before July 31st of the calendar year to be enrolled in kindergarten. The school district will enroll a child who will reach the age of five between August 1st and October 15th of the year of enrollment if the parent or guardian requests such enrollment and provides an affidavit stating:

(a) the child attended kindergarten in another jurisdiction in the current school year; or
(b) the family anticipates relocating to another jurisdiction that would allow admission within the current year; or
(c) the child has demonstrated through recognized assessment procedures approved by the board that he or she is capable of performing the work of kindergarten.

The recognized assessment procedure(s) approved by the board is the *Developmental Indicators for the Assessment of Learning, Fourth Edition (DIAL-4)*.

The board delegates to the elementary principal responsibility for determining whether the conditions of this policy have been met. In order to enroll in kindergarten early, students must achieve a score of at least 1 standard deviation above the mean.

Adopted on: 4-20-2026
Revised on: _____
Reviewed on: _____

5056
Free Expression by Students

The board of education recognizes that students do not shed their constitutional rights at the schoolhouse gate. However, the board of education is responsible for balancing those rights against its responsibility to provide a program of education for students in this district. The board is authorized to preserve order so that the system may function properly.

Students may not engage in any expressive conduct that causes a material and substantial disruption to the educational program; that is lewd, obscene, profane, defamatory, threatening or contains "fighting words;" that advocates the use of substances that are illegal to minors; that incites violence or constitutes a "true threat;" or that urges the violation of law or school rules. Violators will be disciplined in accordance with law and board policy.

Adopted on: 4-20-2026
Revised on: _____
Reviewed on: _____

5057
District Title I Parent and Family Engagement Policy

The school district will jointly develop with parents a School-Parent-Student Compact that outlines how the parents, school staff, and students will share the responsibility for improved student academic achievement and the means by which the school and parents will build and develop a partnership to help children achieve the State's high standards.

The written District Parent and Family Engagement Policy will be jointly developed and distributed to parents and family members of participating children and the local community in an understandable format and to the extent practicable, in a language the parents can understand. An annual evaluation of the content and effectiveness of the Parent and Family Engagement Policy will be used to design evidence-based strategies for more effective parental involvement, to revise the Parent and Family Engagement Policy and to remove barriers to participation.

The school district recognizes the unique needs of students who are being served in its Title I program, and the importance of parent and family engagement in the Title I program. Parent and family engagement in the Title I Program shall include, but is not limited to:

1. An annual meeting to which all parents of participating children will be invited to inform parents of their school's participation under this part, to explain the requirements of this part, and the right of the parents to be involved. Invitations may take the form of notes sent with students or announcements in the school newsletter. Additional meetings may be scheduled, based upon need and interest for such meetings.

2. An explanation of the details for the child's and parents' participation, including but not limited to: curriculum objectives, the forms of academic assessment used to measure student progress and the achievement levels of the challenging State academic standards, type and extent of participation, parental input in educational decisions, coordination and integration with other Federal, State, and district programs, and evaluations of progress.

3. Opportunities for participation in parent involvement activities such as training to help parents work with their children to

improve achievement. A goal of parent activities is to provide parents with opportunities to participate in decisions relating to the education of their students, where appropriate.

4. The district will, to the extent practicable, provide parents of limited English proficiency, parents with disabilities, parents with limited literacy, are economically disadvantaged, are of a racial or minority background or parents of migratory children with opportunities for involvement in the Title I Program. Communication to parents about student progress and the district's other Title I Program communications will be provided in the language used in the home to the extent practicable. Responses to parent concerns will be provided in a timely manner.

5. Opportunities for parent-teacher conferences, in addition to those regularly scheduled by the school district, if requested by the parents or as deemed necessary by school district staff.

6. The district will coordinate and integrate parental involvement programs and activities with other programs in the community. These may include cooperation with other community programs such as Head Start and preschools and other community services such as the public library.

7. Educate teachers, specialized instructional support personnel, principals, and other school leaders, with the assistance of parents in the value and utility of contributions of parents, how to reach out to, communicate with and work with parents as equal partners.

This policy shall be reviewed annually at the annual meeting where concerned parties can have a conversation about possible changes to the Parent and Family Engagement Policy.

Adopted on: 4-20-2026
Revised on: _____
Reviewed on: _____

5059
Emergency Medical Treatment

If a child becomes ill or is injured while at school or while being supervised by a member of the school district's staff, the staff member shall take reasonable steps to render assistance and, when appropriate, summon medical assistance. Staff will notify a student's parent or guardian when a student needs medical attention.

The school district is not qualified under law to comply with directives to physicians limiting medical treatment and will not accept such directives. School district staff members will not honor "do not resuscitate/do not intubate" (DNR/DNI) orders, requests for transport to particular medical facilities, and any similar requests. Parents/Guardians must arrange for all such requests with rescue squad and medical providers directly.

Adopted on: 4-20-2026
Revised on: _____
Reviewed on: _____

5062
Lice and Nits

Upon discovering the presence of live lice or louse eggs, the school will notify the student's parent(s) or guardian(s). The student will be isolated from contact with other students and their belongings, and a parent or guardian must pick the child up from school immediately.

By Nebraska DHHS regulation, students are not permitted to return to school until the student is treated such that no live lice or louse eggs can be detected. The parent(s) or guardian(s) will be required to treat the student and accompany the student to school to be examined. The student cannot ride the school bus until the district has cleared the student to return to school.

Adopted on: 4-20-202
Revised on: _____
Reviewed on: _____

5064
Supplement, Not Supplant

The district will use Title I, Title II, Title IV, and any other funds subject to Supplement, Not Supplant requirements as required by law. The district will use said funds to Supplement, Not Supplant, state and local funds that would, in the absence of such funds, be spent on Title programs. The district will ensure that Title funds will not be used to provide services which otherwise take the place of public education services that are to be provided to all students.

The district maintains records of the professional development provided at the district level that is funded with Title funds. The Superintendent will ensure that professional development is aligned with the needs of the district's Title programs. Title professional development will not duplicate that which the district provides for non-Title purposes which, in the absence of Title funds, would be provided to all staff.

Adopted on: 4-20-2026
Revised on: _____
Reviewed on: _____

5065
Bed Bugs

Students found to have bed bugs will be removed from the classroom and inspected by the school nurse. Any bugs found should be removed and collected for identification. If an active bed bug is discovered, the student's parent(s) or guardian(s) will be notified, and prompt, proper treatment will be required. Any other students residing in the same household or otherwise at risk of infection should be inspected as soon as possible after the initial diagnosis.

The student will not be excluded from school the day of the diagnosis unless the student has been diagnosed previously and attempts at treatment have failed. No healthy child should be excluded from or allowed to miss school time because of bed bugs unless efforts to remedy an infestation have been unsuccessful.

If bed bugs are found in a classroom or elsewhere in the building, the school will notify parent(s) and guardian(s) of all students so that the students' clothing and other belongings may be inspected before bringing them into the home. The school will not be closed due to a bed bug presence. If pest management is necessary, it will be provided to affected areas of the school.

Adopted on: 4-20-2026
Revised on: _____
Reviewed on: _____

5066
Early Graduation

General Policy. Students most effectively obtain the skills and experience necessary to graduate from high school by completing grades 9 through 12 over the course of 4 years. Unless otherwise permitted by Board policy or other applicable law, students must finish all 4 grade levels in order to graduate.

Requirements for Application. In unique circumstances, the Board may waive the four-year attendance requirement for high school graduation, provided that the student has met the requirements of this policy.

Students must make an application to the high school principal before they may seek permission to graduate early from the Board. The principal may consult with appropriate instructional and guidance staff members in making the determination. The student's application must include:

1. Proof that the student will meet all academic requirements necessary to graduate on or before the proposed graduation date;
2. A transcript showing that the student has no grade lower than "C" in any required course at the time of application;
3. A detailed essay that (a) addresses the reasons for seeking early graduation and (b) articulates the student's post-graduation plans, including goals and objectives justifying the need to graduate early; and
4. A letter from a parent/guardian supporting the application.

The student may submit any additional materials which support the student's efforts to graduate early. Such materials may include, but are not required to include: letters of support from staff and community members; proof of admission in a postsecondary program; and/or any other materials which the student believes to support the student's application.

Consideration by the Board of Education. The principal will make a written recommendation to the Board based on the submitted application from the student. The Board will consider but is not bound by the principal's recommendation. Along with the application, the Board may consult with members of the administration, staff, or anyone else the Board deems appropriate. The Board will grant a student's application only if it determines that the student is best served by permitting the student to graduate early.

Participation in District Activities. Early graduates will be considered graduates of the district at the time the Board confers such status upon them. Therefore, early graduates will no longer be considered members of the student body and will forfeit those rights and privileges accorded such students.

Adopted on: 4-20-2026
Revised on: _____
Reviewed on: _____

5067
Student Assistance Team or Comparable Problem Solving Team

Pursuant to the Rules of the Nebraska Department of Education, the school district uses a general education student assistance team ("SAT") or a comparable problem solving team ("Team"). The SAT or Team will use and document problem-solving and intervention strategies to assist teachers in the provision of general education and to meet the needs of students who may be struggling in the general curriculum or who are struggling to comply with the student code of conduct or to meet acceptable behavioral and social norms.

If the SAT or Team feels that all viable alternatives have been explored, a referral for multidisciplinary evaluation shall be completed. The referral shall comply with the requirements of the Rules of the Nebraska Department of Education.

All teaching staff must:

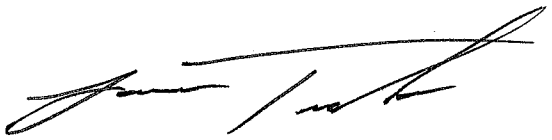
1) Support the SAT or Team process by appropriately referring students who may benefit from the SAT or Team process; and

2) Faithfully and consistently implementing the intervention strategies recommended by the SAT or Team.

The failure to support the SAT or Team process is a serious matter and may constitute just cause for terminating or canceling a teacher's employment.

Adopted on: 4-20-2026
Revised on: _____
Reviewed on: _____

In accordance with Nebraska revised statute 49-1499.03 and Policy 4053, I am obligated to disclose to the Hastings Public Schools Board that I may have a potential conflict of interest. The potential conflict of interest arises from the hiring of my son, Samuel Tunks, for summer grounds work and my meeting the conditions set forth in Policy 4053 (Conflict of Interest).



Lawrence Tunks
Director of Operations and Technology
Hastings Public Schools

4053
Conflict of Interest

Any school district employee who meets the conditions set forth in this policy shall be deemed to have a business or financial conflict of interest.

1. Definitions. For the purposes of this policy:

   a. Business with which an employee is associated shall include the following:

      (1) A business in which the employee or a member of his or her immediate family is a partner, a limited liability company, or serves as a director or an officer.

      (2) A business in which the employee or a member of his or her immediate family is a stockholder in a closed corporation with stock worth one thousand dollars or more, or the employee or his or her immediate family owns more than a five percent equity interest or is a stockholder of publicly traded stock worth more than ten thousand dollars or more at fair market value, or which represents more than ten percent equity interest. This shall not apply to publicly traded stock under a trading account if the employee reports the name and address of the company and stockbroker.

   b. A business association shall be defined to include an individual as a partner, limited liability company member, director or officer, or a business in which the individual or member of the immediate family is a stockholder.

   c. Immediate family member or member of the immediate family shall mean a child residing in an individual's household, a spouse of an individual, or an individual claimed by that individual or that individual's spouse as a dependent for federal income tax purposes

2. Contracts with the School District.

   a. No employee or member of his or her immediate family shall enter into a contract valued at two thousand dollars or more, in any one year, with this school district unless the contract is awarded through an open and public process that (1) includes

prior public notice and (2) allows the public to inspect during the school district's regular business hours the proposals considered and the contract awarded.

b. The existence of any conflict of interest in any contract in which the employee has an interest and in which the school district is a party, or the failure to make public the employee's interest known, may render a contract null and void.

c. The prohibition of a conflict of interest or requirement for public notice shall apply when the employee, or his or her immediate family has a business association with the business involved in the contract or will receive a direct pecuniary fee or commission as a result of the contract.

3. Employing Members of the Immediate Family.

a. An employee may employ or recommend or supervise the employment of an immediate family member if:

(1) The employee does not abuse his or her position.

(a) Abuse of official position shall include, but not be limited to, employing an immediate family member:

(i) who is not qualified for and able to perform the duties of the position;

(ii) for any unreasonably high salary;

(iii) who is not required to perform the duties of the position.

(2) The employee makes a reasonable solicitation and consideration of applications for employment.

(3) The employee makes a full disclosure on the record to the governing body of the school district and to the secretary of the board.

(4) The board approves the employment or supervisory position.

b. The employee shall not terminate the employment of another employee so as to make funds or a position available for the purpose of hiring an immediate family member.

4. Gifts, Loans, Contributions, Rewards, or Promises of Future Employment

a. No employee shall offer or give to the following persons anything of value, including a gift, loan, contribution, reward, or promise of future employment, based upon an agreement that a vote, official action, or judgment would be influenced thereby:

(1) a public official, public employee, or candidate.

(2) a member of the immediate family of an individual listed in Subparagraph 'a' above.

(3) a business with which an individual listed in Subparagraph (1) or (2) above is associated.

b. No employee shall solicit or accept anything of value, including a gift, loan, contribution, reward, or promise of future employment based on an agreement that the vote, official action, or judgment of the employee would thereby be influenced.

c. An employee shall not use or authorize the use of his or her public employment or any confidential information received through the public employment to obtain financial gain, other than compensation provided by law, for himself or herself or a member of his or her immediate family, or a business with which he or she is associated.

d. An employee shall not use or authorize the use of personnel, resources, property, or funds under that person's official care and control other than in accordance with prescribed constitutional, statutory, and regulatory procedures or use such items for personal financial gain, other than compensation provided by law.

5. Conflict of Interest Relating to Campaigning or Political Issues

a. Except as provided below, an employee shall not authorize the use of school district personnel, property, resources, or funds 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.

b. This does not prohibit an employee from making school district facilities available to a person for campaign purposes if the identity of the candidate or the support for or opposition to the ballot question is not a factor in making the facilities available or a factor in determining the cost or conditions for use.

c. This does not prohibit an employee from discussing and voting upon a resolution supporting or opposing a ballot question.

d. This does not prohibit an employee under the direct supervision of a public official from responding to specific inquiries by the press or the public as to the board's opinion regarding a ballot question or from providing information in response to a request for information.

e. An employee may present his or her personal opinion regarding a ballot question or respond to a request for information related to a ballot question; but in so doing, the person should clearly state that the information being presented is his or her personal opinion and is not to be considered as the official position or opinion of the school district. However, this shall not be done during a time that the individual is engaged in his or her official duties.

6. Additional Procedures Applicable to Employees With An Annual Salary and Benefits of More than $150,000 Per Year

   a. Staff whose annual salary and benefits exceed one hundred fifty thousand dollars should assess whether they have a conflict of interest before taking any action or making any decision.

   b. Employees have a conflict of interest pursuant to this subdivision of the policy when their actions or decisions may cause financial benefit or detriment to themselves, a business with which they are associated or a member of their immediate family.

      i. When assessing whether a conflict of interest exists, qualifying staff members should access whether the benefit or detriment

identified is distinguishable from the effects of such action on the public generally or a broad segment of the public.

ii. If qualifying employees are unsure as to whether a conflict of interest exists, they may apply to the Nebraska Political Accountability and Disclosure Commission for an opinion as to whether they have a conflict of interest.

c. Qualifying employees who determine that a conflict of interest does exist under this policy shall:

i. Prepare a written statement describing the matter requiring action or decision and the nature of the potential conflict;

ii. Deliver a copy of the statement to the secretary of the board of education, who shall enter the statement onto the public records of the school district; and

iii. Abstain from participating in the matter in which the employee has a conflict of interest.

d. This subsection does not prevent a qualifying employee from making or participating in the making of a decision to the extent that the employee's participation is legally required for the action or decision to be made.

7. Conflict. To the extent that there is a conflict between this policy and the Nebraska Political Accountability and Disclosure Act ("Act"), the Act shall control.

Adopted on: 2-16-2026
Revised on: _____
Reviewed on: _____

49-1499.03. Political subdivision personnel; school board; discharge of official duties; potential conflict; actions required; nepotism; restrictions on supervision of family members.

(1)(a) An official of a political subdivision designated in section 49-1493 who would be required to take any action or make any decision in the discharge of his or her official duties that may cause financial benefit or detriment to him or her, a member of his or her immediate family, or a business with which he or she is associated, which is distinguishable from the effects of such action on the public generally or a broad segment of the public, shall take the following actions as soon as he or she is aware of such potential conflict or should reasonably be aware of such potential conflict, whichever is sooner:

(i) Prepare a written statement describing the matter requiring action or decision and the nature of the potential conflict; and

(ii) Deliver a copy of the statement to the commission and to the person in charge of keeping records for the political subdivision who shall enter the statement onto the public records of the subdivision.

(b) The official shall take such action as the commission shall advise or prescribe to remove himself or herself from influence over the action or decision on the matter.

(c) This subsection does not prevent such a person from making or participating in the making of a governmental decision to the extent that the individual's participation is legally required for the action or decision to be made. A person acting pursuant to this subdivision shall report the occurrence to the commission.

(2)(a) Any person holding an elective office of a city or village not designated in section 49-1493 and any person holding an elective office of a school district who would be required to take any action or make any decision in the discharge of his or her official duties that may cause financial benefit or detriment to him or her, a member of his or her immediate family, or a business with which he or she is associated, which is distinguishable from the effects of such action on the public generally or a broad segment of the public, shall take the following actions as soon as he or she is aware of such potential conflict or should reasonably be aware of such potential conflict, whichever is sooner:

(i) Prepare a written statement describing the matter requiring action or decision and the nature of the potential conflict;

(ii) Deliver a copy of the statement to the person in charge of keeping records for the city, village, or school district who shall enter the statement onto the public records of the city, village, or school district; and

(iii) Except as otherwise provided in subsection (3) of this section, abstain from participating or voting on the matter in which the person holding elective office has a conflict of interest.

(b) The person holding elective office may apply to the commission for an opinion as to whether the person has a conflict of interest.

(3)(a) This section does not prevent a person holding an elective office of any city, village, or school district from making or participating in the making of a governmental decision:

(i) To the extent that the individual's participation is legally required for the action or decision to be made; or

(ii) If the potential conflict of interest is based on a business association and (A) such business association is an association of cities and villages or school districts, (B) the city, village, or school district is a member of such association, and (C) the business association exists only as the result of such person holding elective office.

(b) A person holding elective office of any city subject to subsection (1) of this section who is acting pursuant to this subsection shall report the occurrence as provided in subdivisions (1)(a)(i) and (ii) of this section.

(c) A person subject to subsection (2) of this section who is acting pursuant to this subsection shall report the occurrence as provided in subdivisions (2)(a)(i) and (ii) of this section.

(4) Matters involving an interest in a contract are governed either by sections 49-14,102 and 49-14,103 or by sections 49-14,103.01 to 49-14,103.06. Matters involving the hiring of an immediate family member are governed by section 49-1499.04. Matters involving nepotism or the supervision of a family member by an official or employee in the executive branch of state government are governed by section 49-1499.07.

Source: Laws 2001, LB 242, § 14; Laws 2005, LB 242, § 42; Laws 2009, LB322, § 3; Laws 2019, LB411, § 66.

HASTINGS BOARD OF EDUCATION
AND
HASTINGS EDUCATION ASSOCIATION

MASTER AGREEMENT

2026-2027

HASTINGS
PUBLIC SCHOOLS

Assuring the essential.
Expanding the possible.

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

HASTINGS PUBLIC SCHOOLS
HASTINGS, NEBRASKA

PREAMBLE

This Agreement is entered into by and between Adams County School District No. 18 and the Hastings Education Association, affiliated with the Nebraska State Education Association and the National Education Association with regard to wages and benefits for the 2026-2027-contract year.

WHEREAS, the Association has been certified as the bargaining representative for the employees in the bargaining unit set forth in Article I of this Agreement;

WHEREAS, the Board and the Association have voluntarily endorsed the practices and procedures of collective bargaining as a fair and orderly way of conducting relations between the Board and the Association, insofar as such practices and procedures are appropriate to the obligations of the Board to retain the right to effectively operate the District's schools and are consonant with the paramount interests of the citizens and the students of the District;

WHEREAS, the Board and the Association recognize that providing a quality education program for the children enrolled in the Hastings Public Schools is highly desirable and that an agreement between the parties is useful in maintaining a productive learning climate;

NOW, THEREFORE, the Board and the Association enter into this Agreement with mutual dedication, recognizing that meeting the needs of all of the District's students will require the expertise, creativity, and sound judgment of every person involved in the educational process.

ARTICLE 1
RECOGNITION AND DEFINITION

Section 1.1 - Bargaining Unit Defined: The Board recognizes the Hastings Education Association as the certified exclusive and sole bargaining representative for all non-supervisory, certificated employees of the District, provided that the Association retains its rights to conduct collective negotiations on behalf of its members in accordance with Nebraska statutes.

Included in the bargaining unit are all full-time and regular part-time, non-supervisory, certificated employees hired and assigned by the Board.

Excluded from the bargaining unit are all classified employees; occupational therapists; physical therapists; District administrators; administrative assistants; principals; assistant principals; and all other administrative employees.

Section 1.2 - Benefits for Part-Time Employees: Part-time employees covered by this Agreement shall be provided the same benefits available to full-time employees on a pro-rated basis. Employees who work less than .40 FTE, however, are not eligible for health or dental insurance or cash benefits.

Section 1.3 - Definitions:

a. The terms “Board” and “employer,” as used in this Agreement, shall mean the Board of Education of Adams County School District No. 18 or its duly authorized representatives.

b. The term “employee,” as used in this Agreement, shall mean the employees included in the bargaining unit set forth in Section 1.1 above.

c. The term “Association,” as used in this Agreement, shall mean the Hastings Education Association or its duly authorized representatives or agents.

d. The term “contract year,” as used in this Agreement, shall mean that period beginning September 1st and continuing through August 31st of each fiscal year.

ARTICLE 2
EXERCISE OF BOARD RIGHTS

Section 2.1 - Exercise of Board Rights: It is recognized that the Board normally exercises most of its responsibilities and rights through the Superintendent and/or other members of the administrative staff. The exercise of the foregoing rights and responsibilities shall not be in conflict with the specific and express terms of this Agreement.

ARTICLE 3
ASSOCIATION/BOARD RELATIONS

Section 3.1 - Use of Rooms for Association Meetings: The Association may, by pre-arrangement with the building principal, use school facilities for Association meetings. Such meetings shall be held at reasonable hours and will not interfere with or interrupt normal school operations. If the use of school facilities results in additional custodial, maintenance, or utility costs, the Association will reimburse the District for such service in accordance with the established fee schedule.

Section 3.2 - Use of School Equipment: The Association may, with permission of the building principal, use typewriters, computers, duplicating machines, audio-visual equipment, and standard office equipment, provided that the Association reimburses the District for the expendable supplies consumed during such use and any other established fees for use of equipment.

Section 3.3 - Communications: The Association may make reasonable use of the District's communication system, including, but not limited to, the interschool mail system and access to employees' mailboxes, provided that such use neither interferes with nor interrupts normal school operations. The privileges granted by this Section shall not apply to notices or materials of a derogatory or partisan political nature.

Section 3.4 - Association Business on School Premises: Duly authorized representatives of the Association shall be permitted access to school property for the purpose of conducting Association business during school hours if they first obtain permission to do so from the principal, provided, however, that the conduct of such business does not interfere with or interrupt the employee's performance of duties or normal school operations.

ARTICLE 4
GRIEVANCE PROCEDURE

Section 4.1 - Definition of Grievance: For the purposes of this Agreement, the term "grievance" shall mean a dispute or difference of opinion raised by an employee against the Board involving the meaning, interpretation, or application of the express provisions of this Agreement.

Section 4.2 - Grievance Procedure:

Level 1: The parties agree that a bona fide effort shall be made to resolve a grievance informally before it is put in writing. To this end, any employee who has a grievance shall submit it orally to his/her principal or other administrator designated for this purpose within fifteen (15) school days after the employee had knowledge, or should have had knowledge, of the first occurrence of the event giving rise to the grievance.

The principal or other administrator designated for this purpose shall give his/her response within five (5) school days after presentation of the oral grievance.

Level 2: If the grievance is not resolved at Level 1 and the employee wishes to appeal the grievance to Level 2, the employee shall submit the grievance in writing to his/her principal or other administrator designated for this purpose within five (5) school days of the response presented at Level 1.

The grievance shall set forth in detail all the relevant facts on which it is based, the provision(s) of the Agreement that are allegedly violated, and the relief requested.

The principal or other administrator designated for this purpose shall give his/her written response within five (5) school days after receipt of the written grievance.

Level 3: If the grievance is not settled at Level 2 and the employee wishes to appeal the grievance to Level 3, it shall be referred in writing and signed by the aggrieved employee and forwarded to the Superintendent of Schools or designee within five (5) school days after the receipt of the response at Level 2.

The Superintendent or designee shall discuss the grievance with the aggrieved employee within ten (10) school days after the receipt of the written appeal to Level 3. If no settlement is reached through such discussion, the Superintendent or designee shall send his/her written response to the employee and the employee's immediate supervisor within five (5) school days following such meeting.

Level 4: If the grievance is not settled at Level 3 and the employee wishes to appeal the grievance to Level 4, it shall be referred in writing and signed by the aggrieved employee and forwarded to the Board of Education within ten (10) school days after the receipt of the response at Level 4.

Within twenty (20) school days of the receipt of the grievance, the Board of Education, either through the Executive Committee or as a full Board, shall meet with the aggrieved employee to resolve the grievance. Within ten (10) school days following the meeting with the aggrieved employee, the decision of the full Board of Education shall be rendered in writing to the aggrieved employee.

Section 4.3 - Time Limits: Failure at any level of this grievance procedure to appeal a grievance to the next level within the specified time limits will be considered to be acceptance of the decision rendered at the preceding level. Failure at any level of this procedure to communicate the decision on a grievance within the specified time limits will permit the aggrieved party to proceed to the next level. The parties may, by mutual agreement, in writing, eliminate any level as outlined above in Section 4.2 and/or extend any of the time limits set forth in this article. For purposes of this article, the term "school day" shall mean any day on which employees are scheduled to work.

In the event a grievance is filed at such time that it cannot be processed through all levels of this grievance procedure by the end of the school year, the parties shall meet for the purpose of agreeing upon reduction of time limits set forth herein so that the grievance procedures may be exhausted prior to the end of the school year or within a maximum of thirty (30) days thereafter.

Section 4.4 - Withdrawal of Grievance: The aggrieved party may withdraw his/her grievance at any time during the procedure without prejudice.

Section 4.5 - Separate Grievance File: Grievances, responses to grievances, and appeals shall not be placed in the personnel files of any of the participants.

Section 4.6 - No Reprisals: No reprisals shall be taken by the Board or any member of the administration against any aggrieved employee, any representative of the aggrieved employee, or any other participant in the grievance procedure.

Section 4.7 - Rights of Employees to Representation: Any aggrieved person may be represented at all stages of the grievance procedure by himself/herself and, at his/her option, by a representative selected or approved by the Association. It is further recognized that any adjustment reached without a representative of the Association present shall be without prejudice to the Association.

ARTICLE 5
SALARIES

Section 5.1 - Salary Schedule: The salary of each employee covered by this Agreement shall be determined according to a salary schedule. The total package shall include all dollars provided for salaries; equity payments; health, dental, and long-term disability insurance benefits; social security; and the Board's share of retirement contributions.

Section 5.2 - Base Salary:

a. Salary Schedule

The salary of each teacher covered by this Agreement for the 2026-2027 contract year shall be determined by the following described salary schedules:

1. 2026-2027 Salary Schedule: See Appendix A attached hereto.

b. Base Salary

1. 2026-2027 Contract Year: The base salary for the 2026-2027 contract year shall be $40,600

Section 5.3 - Horizontal Movement:

a. Eligibility: Employees covered by this Agreement will be eligible for horizontal movement on the salary schedule if they have successfully completed graduate course hours related to their job assignment. Prior to the registration for such course work, teachers must have received written approval from the Superintendent of Schools or designee. Starting with the 2022-2023 contract year, such graduate hours must have been earned within one (1) calendar year directly preceding or after the date on which the most recent degree was conferred. Horizontal movement is not limited to one step per year.

b. *If an employee has a Master's Degree(s) with conferred credits not included per section 5.3 a, the Superintendent of Schools or designee may add those credits to the employee's horizontal movement.*

c. Exceptions: Employees covered by this Agreement will be given credit for other than graduate hours under the following circumstances:

1. A maximum of six (6) undergraduate hours may be accepted for credit on the salary schedule, provided that prior written approval has been received from the Superintendent of Schools or designee.

2. Credits from a two-year vocational technical community college may be accepted if the Superintendent or designee deems them to be related to the teacher's teaching assignment and if they meet the guidelines outlined in #1 above.

   Such credit should be for no more than one-third of the credit issued by the lower institution. Credits should first be converted to semester hours and then discounted at a rate of one credit on the salary schedule for each three hours of credit from the teacher's college. An example would be: 9 quarter hours = 6 semester hours, divided by 3 = 2 credit hours on the salary schedule. If the hours from the community college are granted academic transfer credit by a four-year college, these hours shall be credited in the same manner as any other hours granted by the four-year college. Any hours earned from a vocational technical college would be included in the maximum of six hours of undergraduate courses as outlined above.

3. Other training opportunities may be considered for horizontal movement on the salary schedule, provided these experiences are related to the job assignment and have received prior written approval of the Superintendent or designee. Teachers teaching graduate-level classes may be given credit for these teaching experiences the first time the class is offered if they have been given prior written approval by the Superintendent or his/her designee.

c. Deadlines: Employees earning approved hours to qualify for horizontal movement on the salary schedule must notify the Superintendent of Schools or designee, in writing, on or before August 1 of the year in which they expect to advance.

Such credit must be completed by September 1 and verification of credit shall be by official transcript. Under certain circumstances, official grade slips/reports will be accepted until September 1, provided an official transcript is submitted to the Superintendent's Office no later than November 1. The Superintendent may extend the deadline beyond November 1 when a delay is caused by a college or university.

Section 5.4 - Vertical Movement: Employees covered by this Agreement will move vertically on the salary schedule provided that they have completed the required service

in the prior year. Employees may not move more than one vertical step per year. An employee who worked less than one semester in the prior year will not be eligible for vertical movement on the salary schedule.

Employees who are at the final level in a column on the salary schedule will not be eligible for further vertical movement unless they move horizontally in accordance with Section 5.3 of this Agreement.

Section 5.5 - Calculation of Per-Diem Rate: The per-diem rate for both payroll deductions and daily compensation will be based upon the actual number of contractual days for the current school year.

Section 5.6 - Compensation for Extra-Standard Assignments: The compensation paid to employees covered by this Agreement for extra-standard assignments shall be in accordance with the extra-standard salary schedule as set forth in Appendix B.

Section 5.7 - Compensation for Extra-Duty Assignments: Whenever employees are assigned duties to be performed outside of the regular school day, they shall be compensated in accordance with the extra-duty salary schedule as set forth in Appendix C.

Section 5.8 - Compensation for Summer School, Curriculum Development during Non-contract Time, and Special Projects:

a. In the event the Board determines that there shall be summer school classes, curriculum development projects outside of contract time, or other special projects, employees shall be compensated in accordance with the rates set forth in this section.

b. Employees who are hired to teach summer school classes will be paid:

    1. $30.00 per hour if the employee has a Bachelor's Degree.

    2. $33.00 per hour if the employee has a Master's Degree.

c. The rate for employees hired for curriculum development projects outside of contract time or for other special projects will be $33.00 per hour.

Section 5.9 – Compensation to Cover Another Teacher's Class: When determined administratively that there is a need for one teacher to cover another teacher's class, the teacher covering the class will be compensated at a rate of $35.00 for each forty- to fifty-minute period of class coverage.

Section 5.10 - Mileage for Employees: When an employee covered by this Agreement is required by the Board in the normal course of his/her employment to use his/her personal vehicle for school business, the employee shall be reimbursed at the allowable automobile rate determined by the State of Nebraska, unless otherwise required by law. Mileage will not be paid to employees for going to or coming from work. Mileage shall be

reported on forms developed by the Director of Finance and Operations or designee.

Section 5.11 - Extended-Year Contract Rate: The salary schedule, as set forth in Appendix A and A-1, is based upon a 185-day contract period (187-day period for new employees). Any employee who is offered and accepts an assignment beyond the 185 days (187 days for new employees) will be compensated at the appropriate rate as set forth in Section 5.6 of this Agreement.

Section 5.12 - Direct Deposit: Employees covered by this Agreement shall receive their wages by direct deposit. All employees must fill out the direct deposit authorization form and forward a voided or canceled check to the District Office. Deposits will be made so that funds will be available on payday. Employees will receive a check stub showing the amount deposited.

Section 5.13 - Other Payroll Deductions: The Board of Education will consider employee requests for other payroll deductions. Written requests must be submitted to the Director of Finance and Operations or designee. A written response granting or denying the request will be sent by the Director of Finance and Operations or designee.

Section 5.14 - 125 Plan: The part of any employee's insurance premium not paid for by the District shall be deducted from the employee's checks under a Section 125 Plan administered by the District. In addition, employees may use the Section 125 Plan for non-reimbursed medical and child-care costs.

ARTICLE 6
2026-2027 INSURANCE

Section 6.1 Group Health and Dental Insurance: For the 2026-2027 contract year, the Hastings Public schools shall make available to the certificated employees subject to this Negotiated Agreement a group health and dental insurance plan through the Educators Health Alliance (EHA), the EHA Choice Plan with employee elected coverage levels of (1) the PPO NEtwork Blue Preferred $1,200 Deductible Plan with 100% A, B, & C dental coverage or (2) the PPO Blueprint Health Alternate Network $0.00 Deductible Plan with 100% A, B, & C dental coverage (3) the PPO Premier Select BlueChoice Alternate Network $0.00 Deductible Plan with 100% A, B, & C dental coverage (4) the NEtwork Blue Preferred $3,800 High Deductible Health Savings Account-Eligible Plan with 100% A, B, & C dental coverage (5) the Blueprint Health Alternate Network $2,500 High Deductible Health Savings Account-Eligible Plan with 100% A, B, & C dental coverage (6) the Premier Select BlueChoice Health Alternate Network $2,500 High Deductible Health Savings Account-Eligible Plan with 100% A, B, & C dental coverage under the terms and conditions set forth in this Article 6, providing for a schedule of benefits as set forth in Appendix D and E, and in effect for the term of this Agreement.

6.1.1 Pro-ration of Benefits Based Upon FTE/FTE Breakpoint**:** Insurance and cash benefits for certificated staff will be prorated according to FTE. Employees employed less than .40 FTE are not eligible for insurance or cash benefits.

6.1.2 $1200 Deductible Plan: For those employees electing the $1200 Deductible Plan for the 2026-2027 contract year, the School District shall pay the following amounts toward the monthly insurance premiums at the rates established by the EHA for 2026-2027 for the levels of coverage for which each certificated employee is qualified:

6.1.2.1 Employee: 100% of the monthly health insurance premium of $911.59 and 100% of the single dental insurance premium of $64.39 plus $200 cash per month;

6.1.2.2 Employee and Child(ren): 95% of the monthly health insurance premium in the sum of $1,602.08 and 100% of the single dental insurance premium of $64.39, with a health insurance premium employee contribution of $84.32 per month;

6.1.2.3 Employee and Spouse: 95% of the monthly health insurance premium of $1,692.62 and 100% of the single dental insurance premium of $64.39, with a health insurance premium employee contribution of $95.71 per month; or,

6.1.2.4 Employee, Spouse, and Child(ren): 95% of the monthly health insurance premium of $2,272.77 and 100% of the single dental insurance premium of $64.39, with a health insurance premium employee contribution of $128.52 per month.

6.1.3 $3,800 Deductible HSA Eligible Plan: For those employees electing the $3,800 HSA Eligible Deductible Plan for the 2026-2027 contract year, the School District shall pay the following amounts toward the monthly insurance premiums at the rates established by the EHA for the levels of coverage for which each certificated employee is qualified:

6.1.3.1 Employee: 100% of the monthly health insurance premium of $782.39 and 100% of the single dental insurance premium of $64.39, plus $129.20 into the employee's HSA account, plus $200 cash per month;

6.1.3.2 Employee and Child(ren): 95% of the monthly health insurance premium of $1,375.09 and 100% of the single dental insurance premium of $64.39, plus $226.99 into the employee's HSA account, with a health insurance premium employee contribution of $72.37 per month;

6.1.3.3 Employee and Spouse: 95% of the monthly health insurance premium of $1,560.91 and 100% of the single dental insurance premium of $64.39, plus $257.65 into the employee's HSA account, with a health insurance premium employee contribution of $82.15 per month; or,

6.1.3.4 Employee, Spouse, and Child(ren): 95% of the monthly health insurance premium of $2,095.88 and 100% of the single dental insurance premium of $64.39, plus $345.98 into the employee's HSA account, with a health insurance premium employee contribution of $110.31 per month.

6.1.4 Section 125 Contribution: The employee shall contribute the employee's 5% share of the monthly health and dental insurance premium cost for the 2026-2027 contract year,

which covers the months of September 2026 through August 2027, through a Section 125 Plan deduction from salary.

6.1.5 Cash-in-lieu-of-Insurance Election: Certificated staff members who choose not to participate in the group health insurance plan will receive $275.00 cash per month. Certificated staff members who choose not to participate in the group health insurance plan will have to submit the form known as Appendix H.

6.1.6 Spouse as Employee of the District Benefits: When spouses are certificated employees, work more than .40 FTE, and participate in the group plan with an employee and spouse or employee, spouse, & child(ren) insurance election, the District will pay:

6.1.6.1 Employee and Spouse Insurance Election:

6.1.6.1.1 Spouse No. 1: The level of benefit provided in paragraph 6.1.2.3 or 6.1.3.3, pursuant to the Dual Choice election of such employee.

6.1.6.1.2 Spouse No. 2: The 5% employee share of the monthly insurance premiums for Employee and Spouse health insurance plus the difference between Employee and Employee and Spouse dental insurance coverage, the level of benefit provided in paragraph 6.1.2.3 or 6.1.3.3, pursuant to the Dual Choice election of Spouse No. 1, plus $325.00 cash per month.

6.1.6.2 Employee, Spouse, and Child(ren) Insurance Election:

6.1.6.2.1 Spouse No. 1: The level of benefit provided in paragraph 6.1.2.4 or 6.1.3.4, pursuant to the Dual Choice election of such employee.

6.1.6.2.2 Spouse No. 2: The 5% employee share of the monthly insurance premiums for Employee, Spouse, and Children health insurance plus the difference between Employee and Employee, Spouse, and Children dental insurance coverage the level of benefit provided in paragraph 6.1.2.4 or 6.1.3.4, pursuant to the Dual Choice election of Spouse No. 1, plus $325.00 cash per month.

6.1.7 Dental Coverage Only: Employee dental coverage is mandatory with employee; employee and child(ren); employee and spouse; or employee, spouse and child(ren) health insurance. If a certificated employee chooses dental coverage only, the amount paid by the Board for employee coverage shall be prorated according to FTE. An employee covered by this Agreement may pay the extra money necessary for employee and child(ren); employee and spouse; or employee, spouse and child(ren) dental coverage. This amount will be deducted as a Section 125 salary reduction pursuant to an attendant agreement with the employee and the School District. Employee and child(ren); employee and spouse; or employee, spouse and child(ren) dental coverage may be added by an employee to any of the plans for a monthly cost representing the difference between the cost of single dental coverage and employee and child(ren); employee and spouse; or employee, spouse and child(ren) dental coverage under the EHA 100% A, B, & C PPO Coverage plan.

6.1.9 – *2026-2027 HEALTH INSURANCE SUMMARY CHART*

6.1.9.1 - *NEtwork Blue $1200 Deductible PPO Plan OR Alternate Networks (BluePrint Health or Premier Select BlueChoice) $0 Deductible PPO Plan*

INSURANCE ELECTION	*DISTRICT CONTRIBUTION*	*MONTHLY COST*	*ANNUAL COST*
Employee Insurance	**100% of H & A premium and "PPO 100% A, B & C" employee dental coverage**	**$911.59 health insurance + dental insurance of $64.39 + $200 cash per month.**	**District = $11,711.76 + $2,400.00 = $14,111.76**
Employee and Child(ren) Insurance	**95% of H & A premium and 100% of "PPO 100% A, B & C" employee dental coverage**	**$1,602.08 health insurance + dental insurance of $64.39 per month. The employee shall contribute the cost of $84.32.**	**District = $19,997.64** **Employee = $1,011.84**
Employee and Spouse Insurance	**95% of H & A premium and 100% of "PPO 100% A, B & C" employee dental coverage**	**$1,692.62 + dental insurance of $64.39 per month. The employee shall contribute the cost of $95.71.**	**District = $22,595.36** **Employee = $1,148.56**
Employee, Spouse, and Child(ren) Insurance	**95% of H & A premium and 100% of "PPO 100% A, B & C" employee dental coverage**	**$2,272.77 + dental insurance of $64.39 per month. The employee shall contribute the cost of $128.52.**	**District = $30,075.01** **Employee = $1,542.23**
Spouses in District: Employee and Spouse Insurance	**100% of H & A premium and 100% of "PPO 100% A, B & C" Employee and Spouse dental coverage plus $325.00 cash**	**Spouse No. 1 = $1,692.62 + dental insurance of $64.39 6 per month.**	**District = $22,595.36**
		Spouse No. 2 = $166.57 ($70.86 Dental Insurance + $95.71 for balance of insurance premium) + $325.00	**District = $1,998.84 + $3,900.00 = $5,793.24**
Spouses in District: Employee, Spouse, and Child(ren) Insurance	**100% of H & A premium and 100% of "PPO 100% A, B & C" family dental coverage plus $325.00 cash**	**Spouse No. 1 = 2,272.77 + dental insurance of $64.39 per month.**	**District = $30,075.01**
		Spouse No. 2 = $245.77 ($117.25 Dental insurance + $128.52 for balance of insurance premium) + $325.00	**District = $2,949.24 + $3,900.00 = $6,849.24**
Cash-in-lieu of Insurance	**n/a**	**$275.00**	**District = $3,300.00**

6.1.9.2 - *$3,800 High Deductible Plan OR Alternate Networks (BluePrint Health or Premier Select BlueChoice) $2,500 High Deductible Plan*

INSURANCE ELECTION	*DISTRICT CONTRIBUTION*	*MONTHLY COST*	*ANNUAL COST*
Employee Insurance	**100% of H & A premium and "PPO 100% A, B & C" employee dental coverage**	**$782.39 health insurance + dental insurance of $64.39 + $129.20 HSA contribution + $200 cash per month.**	**District = $11,711.76 + $2,400.00 = $14,111.76**
Employee and Child(ren) Insurance	**95% of H & A premium and 100% of "PPO 100% A, B & C" employee dental coverage**	**$1,375.09 health insurance + dental insurance of $64.39 per month + $226.99 HSA contribution. The employee shall contribute the cost of $72.37**	**District = $19,997.64** **Employee = $868.48**
Employee and Spouse Insurance	**95% of H & A premium and 100% of "PPO 100% A, B & C" employee dental coverage**	**$1,560.91+ dental insurance of $64.39 per month + $257.65 HSA contribution. The employee shall contribute the cost of $82.15**	**District = $22,595.36** **Employee = $985.84**
Employee, Spouse, and Child(ren) Insurance	**95% of H & A premium and 100% of "PPO 100% A, B & C" employee dental coverage**	**$2,095.88 + dental insurance of $64.39 per month + $345.98 HSA contribution. The employee shall contribute the cost of $110.31**	**District = $30,075.01** **Employee = $1,323.71**
Spouses in District: Employee and Spouse Insurance	**100% of H & A premium and 100% of "PPO 100% A, B & C" Employee and Spouse dental coverage plus $325.00 cash**	**Spouse No. 1 = $1,560.91 + dental insurance of $64.39 per month + $257.65 HSA contribution.**	**District = $22,595.36**
		Spouse No. 2 = $166.57 ($70.86 dental insurance + $82.15 for balance of insurance premium + $13.56 HSA contribution) + $325.00	**District = $1,998.84 + $3,900.00 = $5,898.84**
Spouses in District: Employee, Spouse, and Child(ren) Insurance	**100% of H & A premium and 100% of "PPO 100% A, B & C" family dental coverage plus $325.00 cash**	**Spouse No. 1 = $2,095.88 + dental insurance of $64.39 per month + $345.98 HSA contribution.**	**District = $30,075.01**
		Spouse No. 2 = $245.77 ($117.25 Dental insurance + $110.31 for balance of insurance premium + $18.21 HSA contribution) + $325.00	**District = $2,949.24 + $3,900.00 = $6,849.24**
Cash-in-lieu of Insurance	**n/a**	**$275.00**	**District = $3,300.00**

Section 6.2 - Group Income Protection Insurance: A group long-term disability plan for each employee covered by this Agreement shall be in effect for the term of this Agreement. The Board will pay the full cost of the monthly premium for this group income protection insurance.

Benefits shall be payable to the employee upon the exhaustion of earned sick leave at 66 2/3 percent of the monthly salary. The plan will take effect when the employee's accumulated sick leave is exhausted. The employee may be required to submit a physician's statement explaining the disability and the estimated length of the disability.

Section 6.3 - Group Health and Dental Insurance Coverage for Surviving Family Members: In the event of the death of an employee of the District, the Board shall continue to pay the current insurance benefit for the contractual year.

ARTICLE 7
TERMS OF EMPLOYMENT

Section 7.1 - Annual Employment Period: The work year for employees covered by this Agreement will be 185 days except for employees new to the District. Such employees will have a work year of 187 days.

Section 7.2 - Normal Work Day: The normal workday for employees covered by this Agreement shall consist of eight (8) hours and shall include a duty-free lunch period of thirty (30) minutes.

Section 7.3 - Variance of the Normal Work Day: Employees covered by this Agreement may have earlier or later arrival or departure times and be permitted to leave the building during the normal workday on an individual basis, provided that permission is obtained from the building principal.

ARTICLE 8
ASSIGNMENTS

Section 8.1 - Regular Assignments: An employee covered by this Agreement will be tentatively advised prior to the end of the contract year, on the basis of information available at that time, of any changes in building assignment, grade level, or subject areas for the next contract year. He/she will be so advised in writing.

The giving of notice, as herein provided, shall not preclude the reassignment of employees before the beginning of the next work year or during the school year as deemed appropriate by the Administration. In the event that such reassignment is necessary, employees being reassigned shall be notified in writing.

Section 8.2 - Extra-Standard and Extra-Duty Assignments:

a. Extra-standard and extra-duty assignments; i.e., assignments to be performed

outside of the normal work day, shall be made by the building principal or other administrator designated by the Board, provided that, before any such assignment is made, the building principal or other administrator shall discuss the assignment with the employee.

b. Whenever possible, such assignments shall be made to qualified employees who volunteer.

c. In the event that no employee volunteers for an extra-standard or extra-duty assignment, the building principal or other administrator shall assign that duty to an employee or make other appropriate provisions.

d. Compensation provided for extra-standard or extra-duty assignments shall be provided consistent with the schedules set forth in Appendix B or C.

ARTICLE 9
LEAVES

Section 9.1 - Leave for Personal Illness or Injury:

a. Annual Allowance: Employees covered by this Agreement shall be entitled to ten (10) days of paid leave per year for personal illness or injury.

b. Accumulation: Whenever an employee has been absent due to illness or injury less than ten (10) days in a work year, the difference between the ten (10) days and the number of days the employee has been absent due to illness or injury shall be cumulative. During a given work year, the number of work days an employee may be absent due to illness or injury shall be the ten (10) days allocated for that year, plus the accumulated unused days of previous years. All leave so accumulated terminates upon resignation, retirement, or dismissal.

c. Exhaustion of Sick Leave: An employee will not be paid for each day's absence in excess of the allowance provided above unless granted additional leave through the District's sick leave bank. Annually, a sick leave bank of sixty (60) days total will be established by the Board of Education. Sick Leave Bank Days will be available on a first-come, first-served basis to certificated employees who have both exhausted their accumulated sick leave and are faced with a catastrophic situation. Determination of a catastrophic situation will be the responsibility of the District's administration, including the Superintendent. A maximum of twenty (20) days per year per individual will be allowed for use. The actual number of days used during any given year by an eligible individual will be determined by the District's administration, including the Superintendent. Application for this leave shall be made through the Director of Human Resources.

Should an employee exhaust his/her sick leave and not qualify for additional days through the District's Sick Leave Bank, said employee shall receive notification that his/her sick leave allowance has been exhausted. This notification shall be in

writing from the Director of Human Resources and will accompany the paycheck or stub affected by such loss of pay.

d. Coordination with Worker's Compensation: Whenever an absence due to an accident on the job is covered by worker's compensation, an employee shall receive such compensation and expenses, as are provided by the Nebraska Worker's Compensation Law, supplemented with an amount sufficient to maintain his/her regular salary for a period not to exceed his/her sick leave allowance (including accumulated unused days from previous years). This supplemental amount shall be charged against an employee's sick leave allowance, but only for that portion in excess of the compensation payment.

e. Extended Use of Leave Due to Injury or Illness: If absence due to personal illness or injury has involved, or will involve, ten (10) or more work days, the employee shall, upon request of the Superintendent of Schools or designee, either prior to or during such absence and before the employee returns to work, submit to the Superintendent of Schools a statement from the employee's physician.

Such statement shall set forth the date, or anticipated date, of commencement of such illness and, if possible, the date, or anticipated date, of termination of such illness; shall describe the nature, extent, and status of the illness as of such dates and as of the current date; shall explain in detail the effect, if any, of such illness upon the ability of the employee to perform as of such dates and as of the current date the normal duties of such employee's responsibility; and shall contain such information bearing upon whether or not the health of the employee is such as would permit, or should require, the employee to return to work and to resume and perform normal duties.

f. Substantiation of Personal Illness and Injury: The Superintendent of Schools or designee may require a physician's statement substantiating an employee's claim for leave due to personal illness or injury.

In addition, whenever an employee is absent due to personal illness or injury for more than twenty-five (25) working days, the Superintendent of Schools or designee may, at the District's expense, require any employee claiming such leave to submit to a medical examination conducted by a physician selected by the Superintendent of Schools or designee to determine whether the employee is entitled to leave for personal illness or injury. In the event that the physician selected by the Superintendent or designee concludes that the employee is not medically disabled and could, in fact, return to work or, if the employee refuses to submit to such an examination or fails to submit the statements provided by the physician selected by the Superintendent or designee, the District's obligation to pay for such leave shall cease. The Superintendent of Schools or designee shall take no other disciplinary action against the employee if the employee declines to return to work during a period the employee's own physician is of the opinion that the employee is medically disabled.

g. Notification of Principal: The building principal or designee shall be notified immediately when an employee is ill so that arrangements for a substitute can be made. Such notification shall ordinarily be made before 7:15 a.m.

h. Notification of Superintendent: If absence due to personal illness can be foreseen in advance of its occurrence and is likely to involve a period of ten (10) or more days, then the employee shall, within ten (10) days after medical confirmation of the illness which will cause such absence, give written notice thereof to the Superintendent of Schools or designee.

Section 9.2 - Leave for Family Illness:

a. Utilization: An employee covered by this Agreement may use his/her sick leave allowance or accumulation for the first day of absence from school due to an illness or accident to a member of his/her immediate family. At the discretion of the Superintendent or designee, additional days of an employee's sick leave allowance may be used when the employee is absent due to family illness or accident if a member of his/her immediate family:

1. Is undergoing emergency surgical or intensive care treatment, or

2. Is in danger of losing his/her life, or

3. Has a condition that requires that the employee attend to the immediate family member.

b. Substantiation of Family Illness and Injury: Whenever an employee uses a day of his/her sick leave allowance for absence from work due to an illness or accident to a member of his/her immediate family, no physician's statement substantiating the illness or injury will be required by the Superintendent of Schools on the first day of such absence.

Whenever such absence involves two (2) or more consecutive days, the Superintendent of Schools may require a physician's statement substantiating an employee's claim for leave due to the illness or injury of a member of the employee's immediate family. If such physician's statement is not submitted to the Superintendent of Schools upon request, the payment for all days of absence beyond the first day will be forfeited.

c. Notification of Principal: The building principal or designee shall be notified immediately when an employee will be absent due to the illness or accident of a member of his/her immediate family so that arrangements for a substitute can be made. Such notification shall ordinarily be made before 7:15 a.m.

d. Notification of Superintendent: If absence due to the illness of a member of the employee's immediate family can be foreseen in advance of its occurrence and is likely to number a period of ten (10) or more days, then the employee shall give

written notice thereof to the Superintendent of Schools or designee. The employee shall also submit a physician's statement substantiating such illness.

Section 9.3 - Definition of Immediate Family: For the purpose of implementation of Article 9 of this Agreement, only the following shall be considered members of the immediate family of an employee: spouse; son; son-in-law; daughter; daughter-in-law; father; father-in-law; mother; mother-in-law; sister; sister-in-law; brother; brother-in-law; grandchild; grandfather; grandmother; aunt; uncle; niece; nephew; a person standing in loco parentis to the employee; or a person permanently residing in the household of the employee, regardless of the relationship to the employee.

Section 9.4 - Bereavement Leave: Employees covered by this Agreement shall be entitled to up to five (5) days of paid leave per occurrence in the event of the death of a member of his/her immediate family.

Section 9.5 - Personal Leave: Employees covered by this Agreement shall be entitled to four (4) days of personal leave during a school year. Three (3) days may be taken for private personal business with no loss of pay. The other one (1) day, an employee's salary will be reduced by an amount equal to the gross compensation which would have to be paid by the District for a substitute teacher during the period of the absence, regardless of whether such substitute teacher is hired or not. If an employee covered by this agreement does not use any portion of his or her "no dock" personal days during a contract year, the employee shall be paid an amount equal to the gross compensation of a substitute teacher for that portion of his or her unused day(s). Such payment will occur within the July pay period. Beginning in 2026-2027, any staff member who is in their sixteenth (16^{th}) year or more with the Hastings Public Schools by the start of the current school year will receive all four (4) days of personal leave without the loss of pay.

a. Application for Personal Leave: An employee must request personal leave at least five (5) calendar days in advance of such leave. The Superintendent of Schools or designee may make exceptions to this requirement in the event of emergency circumstances. Such leave requests will be approved if they are not in conflict with the needs of the School District. Requests for personal leave will be acted upon expeditiously. When a request for personal leave is disapproved, the teacher will receive, in writing, the reason for the disapproval.

b. Conditions: While such personal leave may be taken without designating the reason for the leave, the following conditions will apply:

    1. No more than one (1) teacher per building per day may be granted such leave. The Superintendent of Schools or designee may, at his/her discretion, make exceptions to this rule.

    2. A substitute teacher, acceptable to the principal of the school, must be available for the classroom.

c. Unpaid Leave: When an employee has exhausted the personal leave days

provided in Section 9.5 (a) of this Agreement, he/she may be granted additional days of personal leave at full loss of pay, provided that the proceedings and conditions set forth above are followed. Additional days of personal leave for family travel, winter vacations, or other trips for personal pleasure shall not be granted. The Superintendent of Schools, however, shall have the authority to grant additional days of unpaid personal leave for truly exceptional opportunities or circumstances.

Section 9.6 - Jury Duty: Employees covered by this Agreement who are required to serve on a jury shall suffer no loss of pay, provided that all jury fees, except reimbursement for expenses, received by any such employee shall be turned over to the School District.

Section 9.7 - Military Leave: Military leave shall be granted in accordance with applicable law.

Section 9.8 - Long-Term Leave of Absence: Employees covered by this Agreement will be granted a long-term leave of absence upon recommendation of the Superintendent of Schools and at the discretion of the Board of Education. Such leaves will be granted only under the following conditions:

a. Unless expressly provided to the contrary, such leaves shall be without pay.

b. Application for such leave must ordinarily be filed with the Superintendent of Schools at least one month prior to the date that the leave is to take effect. If, however, a long-term leave of absence is anticipated for the ensuing school year, applications for the leave must be filed no later than May 31 of the preceding school year.

c. An employee requesting a long-term leave of absence has been employed by the District for at least five (5) years.

d. An employee who is granted a long-term leave of absence will be reinstated only if there is a vacant position for which he/she is qualified.

The duration of a long-term leave of absence will not exceed one calendar year; i.e., twelve (12) months. An employee who is granted a long-term leave of absence may continue to participate in the District's group insurance plans, provided that he or she pays the monthly cost of the premiums.

Section 9.9 - Professional Leave: Employees covered by this Agreement may be granted leave days to attend workshops, seminars, conferences, etc., provided that approval is granted in advance by the building principal and the Superintendent of Schools.

Section 9.10 - Sabbatical Leave: Employees covered by this Agreement may be granted sabbatical leave for a period of not less than one (1) semester or more than one (1) school year.

a. Eligibility: An employee may request sabbatical leave only after he/she has completed five (5) years of continuous and satisfactory service in the Hastings Public Schools.

b. Purposes: Employees may be granted sabbatical leave for the following purposes:
   1. Study at an accredited institution in an area directly related to elementary and secondary education in a public school setting.

   2. Travel that will enhance the applicant's professional growth and development.

   3. Observations of schools and schoolwork for the purpose of conducting research.

c. Application: An eligible employee shall make written application for sabbatical leave to the Superintendent of Schools on or before October 1 of the year preceding the sabbatical leave. This written request must include a statement about the proposed course of study, itinerary, or an outline of the general subject of investigation in schools to be visited.

d. Compensation: If an employee is granted sabbatical leave, he/she will receive a contracted salary equal to one-half (1/2) of the current base salary; i.e., the salary in the BA Column at Level 1 for the year during which the employee is on sabbatical leave. This amount will be paid to the employee in equal monthly installments.

   An employee on sabbatical leave must report any compensation received from sources other than the Hastings Public Schools. If the compensation received from other sources plus one-half (1/2) of the current base salary exceeds the total current base salary, the amount provided by the District to the employee on sabbatical leave will be reduced by the amount exceeding the total current base salary.

e. Health Insurance: An employee on sabbatical leave may remain on the health insurance plan during the sabbatical. The employee shall be responsible for paying monthly health insurance premiums during the term of the sabbatical.

f. Return to Service: At the completion of the sabbatical leave, the employee must return to the employ of the Hastings Public Schools for a period of two (2) consecutive years. In the event that the employee to whom a sabbatical leave has been granted does not complete one (1) year of service in the Hastings Public Schools immediately following the leave, he/she shall repay all sums advanced by the Hastings Public Schools during the sabbatical leave period.

   In the event said employee does not complete a second year of service in the Hastings Public Schools immediately following the leave, the employee shall repay one-half (1/2) of all the sums advanced by the District during the leave period. If any funds advanced by the District become payable, such amounts shall become

due and payable as of the date of termination and shall bear interest at the current legal rate as determined by the Nebraska State Legislature.

When an employee on sabbatical leave returns to the District's employ, he/she may advance vertically on the current salary schedule if he/she is otherwise eligible for such movement.

Section 9.11 - Family Parenting Leave: Employees covered by this Agreement shall be granted five (5) days of paid parenting leave upon the birth or adoption of a child. This leave must be granted by the Superintendent and taken within thirty (30) calendar days of the birth or adoption of a child or immediately following the end of the period of disability associated with the pregnancy and childbirth. The days granted may be consecutive days or non-consecutive days spread through the thirty (30)-day period noted above. Family Parenting Leave days shall be non-cumulative from year to year. This leave shall not be taken during the period of disability that is associated with pregnancy and childbirth.

Section 9.12 - Grandparent Leave: If an employee's accumulated sick leave total will provide a sufficient number of days, an employee covered by this Agreement may use up to five (5) days of his or her sick leave upon the birth of a grandchild or a step grandchild or upon adoption of an infant by a child or step-child. An employee may exhaust their sick leave to do this but will be limited to five (5) days for this purpose per occurrence. An employee with less than five days accumulated sick leave will be granted the number of sick leave days that remain unused in his or her total. This leave must be granted by the Superintendent or his/her designee and taken within ninety (90) calendar days of the birth of a grandchild, a step-grandchild, or the adoption of and within the ninety-calendar-day window provided. Sick leave used in this way shall be non-accumulative from year to year even though sick leave as sick leave is accumulative. The use of leave under this provision does not preclude the use of Personal Leave provided for under Sections 9.5 of this Agreement.

Section 9.13 - Family and Medical Leave Act: Employees covered by this Agreement will be granted leave consistent with the provisions of the Family and Medical Leave Act of 1993. Specific provisions of this act are outlined in Appendix G.

ARTICLE 10
MISCELLANEOUS PROVISIONS

Section 10.1 - Precedence of Agreement: If there is any conflict between the express written terms of this Agreement and the terms of any individual contract between the Board and an individual employee covered by the Agreement, the express written terms of this Agreement shall be controlling.

Section 10.2 - Savings and Separability: If any provision of this Agreement is or shall at any time be contrary to or unauthorized by law, then such provision shall not be applicable or performed or enforced, except to the extent permitted by law, provided that, in such event, all other provisions of this Agreement shall continue in effect.

Section 10.3 - Printing of the Agreement: The Board will make an electronic copy of this Agreement available to each employee covered by this Agreement. An Association member wanting a paper copy of this agreement may use District equipment to produce a copy.

Section 10.4 – Continuation of Agreement **(LB 48-818.01)**
The terms of this Agreement shall remain in full force and effect from year to year until they are superseded by an agreement of the parties or by an order of the Commission of Industrial Relations

Section 10.5 – Non-discrimination **(LB 48-1122)**
The Board and Association shall not discriminate against any employee or applicant who is to be employed for the performance of the Agreement with respect to his or her hire, tenure, terms, conditions, or privileges of employment, because of his or her race, color, religion, sex, disability, or national origin.

Section 10.6 – Safety Committee **(LB 48-443)**
The Superintendent may appoint members of the staff to serve on the safety committee as appropriate and as required by law. Each safety committee will include at least one (1) Hastings Educations Association member appointer by the President of the Hastings Education Association. Employees shall be compensated as members of the safety committee at $33 per hour while the employees are attending safety committee meetings or otherwise engaged in safety committee duties when working outside their normal work day.

ARTICLE 11
PERSONNEL FILE

Section 11.1 - Examination: An employee shall be permitted to examine his/her own personnel file (excluding credentials) in the presence of the custodian of such file or designee.

Section 11.2 - Response: An employee shall have the right to respond to the materials contained in his/her personnel file (except credentials). Such a response shall be placed in the employee's personnel file.

Section 11.3 - Reproduction: An employee shall have the right to obtain a copy of the contents of his/her personnel file (except credentials).

Section 11.4 - Complaints: Whenever materials regarding an employee's conduct, service, character, performance or personality are placed in his/her personnel file, a copy of the materials will be sent to the employee at least five (5) school days prior to placing them in the file. The employee shall have the right to submit a written response to the materials, and such response will be attached to the materials.

ARTICLE 12
EFFECTIVE AGREEMENT

Section 12.1 - Entire Agreement: The parties acknowledge that, during the negotiations which resulted in this Agreement, the Association and the Board had the unlimited right and opportunity to present demands and proposals with respect to any and all matters lawfully subject to collective bargaining, that all of the understandings and agreements arrived at are thereby set forth in this Agreement, and that it shall constitute the entire Agreement between the parties for the 2026-2027 contract year.

Section 12.2 - Reopening of Agreement: Both the Board and the Association, during and for the term of this Agreement, voluntarily and unqualifiedly waive the right and agree that the other shall not be obligated to bargain collectively with respect to any subject or matter, whether or not referred to or covered by this Agreement, even though such subject or matter may not have been within the knowledge or contemplation of the parties at the time they negotiated or signed this Agreement.

Section 12.3 - Mandatory Re-openers: The Board and the Association shall bargain collectively when required to do so on such matters as set forth by the Legislature.

Section 12.4 – Modification of Agreement: The terms and conditions of this Agreement may be modified by alteration, change, addition to, or deletion only through the voluntary, mutual consent of both parties in the written Agreement.

ARTICLE 13
TERM OF AGREEMENT

Section 13.1 – Duration: This agreement shall be effective during the entire 2026-2027 contract year. The total package will include all dollars provided for salaries, equity payments; health, dental, and long-term disability insurance benefits; social security; and the Board's share of retirement contributions.

This Agreement shall remain in effect until August 31, 2027. The Hastings Education Association and the Board of Education shall both make a bona fide effort to reach a new agreement before expiration of this document. The existing agreement will continue until replaced by a successor agreement or as amended by a final order of the Commission of Industrial relations.

ARTICLE 14
2026-2027 DOCUMENT AUTHORIZATION

Section 14.1 – Document Authorization: In witness thereof, the parties hereto caused this Agreement to be signed by their respective presidents, attested by their respective chief negotiators, and their signatures to be placed hereon, all on this _____ day of _____, 20___.

HASTINGS EDUCATION ASSOCIATION	ADAMS COUNTY SCHOOL DISTRICT 01-0018, A/K/A HASTINGS PUBLIC SCHOOL DISTRICT
President, Hastings Education Association	President, Board of Education
Chief Negotiator, HEA	Chief Negotiator, HPS

APPENDIX A
SALARY SCHEDULE FOR THE 2026-2027 SCHOOL YEAR

2026-2027 BASIC SALARY PLAN
Hastings Board of Education, Hastings, Nebraska Adopted: February 16, 2026
$40,600 Base
The Index is 4.0% X 4.0%

Base:	40,600										
Level	BA	BA09	BA18	BA27	BA36	MA	MA09	MA18	MA27	MA36	MA45
1	$43,848	$45,472	$47,096	$48,720	$50,344	$50,344	$51,968	$53,592	$55,216	$56,840	$58,464
	1.080	1.120	1.160	1.200	1.240	1.240	1.280	1.320	1.360	1.400	1.440
2	$43,848	$45,472	$47,096	$48,720	$50,344	$50,344	$51,968	$53,592	$55,216	$56,840	$58,464
	1.080	1.120	1.160	1.200	1.240	1.240	1.280	1.320	1.360	1.400	1.440
3	$43,848	$45,472	$47,096	$48,720	$50,344	$50,344	$51,968	$53,592	$55,216	$56,840	$58,464
	1.080	1.120	1.160	1.200	1.240	1.240	1.280	1.320	1.360	1.400	1.440
4	$45,472	$47,096	$48,720	$50,344	$51,968	$51,968	$53,592	$55,216	$56,840	$58,464	$60,088
	1.120	1.160	1.200	1.240	1.280	1.280	1.320	1.360	1.400	1.440	1.480
5	$47,096	$48,720	$50,344	$51,968	$53,592	$53,592	$55,216	$56,840	$58,464	$60,088	$61,712
	1.160	1.200	1.240	1.280	1.320	1.320	1.360	1.400	1.440	1.480	1.520
6	$48,720	$50,344	$51,968	$53,592	$55,216	$55,216	$56,840	$58,464	$60,088	$61,712	$63,336
	1.200	1.240	1.280	1.320	1.360	1.360	1.400	1.440	1.480	1.520	1.560
7	$50,344	$51,968	$53,592	$55,216	$56,840	$56,840	$58,464	$60,088	$61,712	$63,336	$64,960
	1.240	1.280	1.320	1.360	1.400	1.400	1.440	1.480	1.520	1.560	1.600
8	$51,968	$53,592	$55,216	$56,840	$58,464	$58,464	$60,088	$61,712	$63,336	$64,960	$66,584
	1.280	1.320	1.360	1.400	1.440	1.440	1.480	1.520	1.560	1.600	1.640
9			$56,840	$58,464	$60,088	$60,088	$61,712	$63,336	$64,960	$66,584	$68,208
			1.400	1.440	1.480	1.480	1.520	1.560	1.600	1.640	1.680
10				$60,088	$61,712	$61,712	$63,336	$64,960	$66,584	$68,208	$69,832
				1.480	1.520	1.520	1.560	1.600	1.640	1.680	1.720
11					$63,336	$63,336	$64,960	$66,584	$68,208	$69,832	$71,456
					1.560	1.560	1.600	1.640	1.680	1.720	1.760
12					$64,960	$64,960	$66,584	$68,208	$69,832	$71,456	$73,080
					1.600	1.600	1.640	1.680	1.720	1.760	1.800
13					$66,584	$66,584	$68,208	$69,832	$71,456	$73,080	$74,704
					1.640	1.640	1.680	1.720	1.760	1.800	1.840
14						$68,208	$69,832	$71,456	$73,080	$74,704	$76,328
						1.680	1.720	1.760	1.800	1.840	1.880
15						$69,832	$71,456	$73,080	$74,704	$76,328	$77,952
						1.720	1.760	1.800	1.840	1.880	1.920
16										$77,952	$79,576
										1.920	1.960
16+											$81,200
											2.000

APPENDIX B
EXTRA-STANDARD ASSIGNMENT RESPONSIBILITIES
2026-2027

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
13. MS/SH eSports

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

Special Category

1. Extended contract @ daily rate
2. Learning Team Liaison 2.5% of base ($1,015.00) and $33/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 2026-2027 ($40,600 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.

A. Any newly created assignment will be categorized according to the degree of difficulty and its area of responsibility.

B. Remuneration for special assignments, such as units of gymnastics and swimming, will be treated as intramural.

C. Any coach who thinks he/she needs help should follow the proper procedures in requesting an assistant.

D. 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%

E. 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 2026-2027 are as follows:

Percent	of $40,000	Percent	of $40,000	Percent	of $40,000
3%	$1,218.00	14%	$5,684.00	28%	$11,368.00
5%	$2,030.00	15%	$6,090.00	30%	$12,180.00
7%	$2,842.00	16%	$6,496.00	32%	$12,992.00
9%	$3,654.00	17%	$6,902.00	34%	$13,804.00
11%	$4,466.00	18%	$7,308.00		
13%	$5,278.00	20%	$8,120.00		

APPENDIX C
SCHEDULE OF COMPENSATION FOR EXTRA-DUTY ASSIGNMENTS

Employees assigned to perform the following duties outside of the normal school day shall be compensated according to the schedule set forth below:

Duties:

1. Selling tickets

2. Taking tickets

3. Supervising students at contests, meets, performances, etc.

4. Keeping statistics at contests, meets, etc.

5. Operating the clock or scoreboard at contests, meets, etc.

Hours:	Compensation
Not less than one (1) hour nor more than three (3) hours	$45.00 per event
Any event over three (3) hours	$15.00 per hour

APPENDIX D
GROUP HEALTH AND DENTAL INSURANCE PLAN RATES

Educators Health Alliance
Renewal Rates for Alternate Network Options
Effective September 1, 2026
Standard Rates Only (Excluding Discounts or Surcharges)

Health Coverage - Active Employe	Network	Renewal Rates -- Standard			
		Employee	Ee & Child(ren)	Ee & Spouse	Ee, Spouse & Child(ren)
$0 Deductible	***PSBC/Blueprint Health***	$911.59	$1,686.40	$1,914.27	$2,570.38
$1,200 Deductible	***NEtwork Blue***	$911.59	$1,686.40	$1,914.27	$2,570.38
$400 Deductible	***PSBC/Blueprint Health***	$858.39	$1,588.06	$1,802.62	$2,420.48
$1,900 Deductible	***NEtwork Blue***	$858.39	$1,588.06	$1,802.62	$2,420.48
$2,500 Deductible HSA-Eligible*	***PSBC/Blueprint Health***	$782.39	$1,447.46	$1,643.06	$2,206.19
$3,800 Deductible HSA-Eligible*	***NEtwork Blue***	$782.39	$1,447.46	$1,643.06	$2,206.19

* Dual Choice Only

Note: The above benefit plans will be offered as follows:

-- The $0 deductible plan would replace the $1,200 deductible plan if an alternate network is selected

-- The $400 deductible plan would replace the $1,900 deductible plan if an alternate network is selected

-- In a dual choice arrangement, subscribers with the $0 or $400 deductible plan may choose the $2,500 deductible HSA plan. Subscribers with the $1,200 or $1,900 deductible plan may choose the $3,800 deductible HSA plan.

Dental Coverage	Network	Renewal Rates			
		Employee	Ee & Child(ren)	Ee & Spouse	Ee, Spouse & Child(ren)
100% A, 75% B Coverage - Option 1	***Network BLUE Dental***	$30.45	$56.29	$63.88	$85.82
100% A, 80% B, 70% C Coverage - Option 3	***Network BLUE Dental***	$64.63	$119.58	$135.72	$182.25
PPO - 100% A, 75% B, 50% C Coverage - Option 2	***Network BLUE Dental***	$32.79	$60.62	$68.81	$92.45
PPO - 100% A, 80% B, 80% C, 50% D Coverage - Option 4	***Network BLUE Dental***	$58.84	$108.85	$123.59	$165.98
PPO - 100% A, B, & C Coverage - Option 5	***Network BLUE Dental***	$64.39	$119.14	$135.25	$181.64

APPENDIX E
DENTAL COVERAGE

Coverage For Dental Services

Coverage A – Preventive and Diagnostic

- **Comprehensive and/or periodic oral exams**[1]
- **Prophylaxis (cleaning, scaling and polishing)**[1]
- **Sealants (permanent first or second molar teeth) (*Covered Persons up to age 16)***
  once every four calendar years
- **Pulp vitality tests**
- **Fluoride varnishes**[1]
  Topical fluoride *(Covered Persons up to age 16)*[1]
- **Space maintainers, including re-cementation (prematurely lost primary teeth)** *(Covered Persons up to age 16)*
- **X-rays (bitewing, intraoral, occlusal, periapical, extraoral)**
  - supplement bitewings, including vertical bitewings
    one set of four every calendar year
  - intraoral, occlusal, periapical and extraoral
  - panorex or full mouth series
    one every three calendar years

Coverage B – Maintenance, Simple Restorative, Oral Surgery, Periodontic, Endodontics

- **Oral surgery consisting of:**
  - simple extractions, including root removal 1st and 2nd bicuspids (orthodontic extractions are not covered)
  - impacted extractions
  - transseptal fiberotomy/supra crestal fiberotomy
  - bone replacement graft
  - appliance removal not by dentist who placed device
  - oroantral fistula closure
  - primary closure of a sinus perforation
  - alveoplasty
  - frenectomy/frenuloplasty
  - removal of torus
  - root removal
  - tooth replantation
  - excision of hyperplastic tissue
- **Periodontic services (Non-surgical)**
  - periodontic cleanings
    four per calendar year
  - scaling and root planing
    four every two calendar years
  - periodontal evaluations[1]
  - provisional or permanent periodontal splinting
  - treatment of acute infection and oral lesions
  - full mouth debridement
    one every three calendar years
- **Periodontic Services (Surgical)**
  - gingivectomy[3]
  - gingival flap procedures[3]
  - osseous surgery, including flap entry and closure[3]
  - osseous graft[3]
  - guided tissue regeneration including biologic materials
  - pedicle tissue graft procedures[3]
  - free soft tissue grafts[3]
  - connective tissue graft and double pedicle graft[3]
  - bone graft[3]
  - biologic materials to aid in soft and osseous tissue regeneration[3]
  - distal or proximal wedge procedures[3]
- **Periodontic Services (Surgical)** *continued*
  - soft tissue allografts[3]
  - crown exposure
  - crown lengthening[4]
- **General anesthesia (medically necessary)**
- **Limited oral evaluation**
- **Restorations**
  one per tooth every two calendar years
- **Pin retention**
- **Palliative treatment**
- **Dry socket treatment**
- **Repair and re-cement of dentures, bridges, crowns, inlays/onlays and cast restorations**
- **Emergency oral examinations**
- **Consultation with dental consultant (medically necessary)**
  Pre-formed crowns[2]
- **Temporary crown (within 72 hours of accident)**
- **Endodontic services (Non-surgical)**
  - pulp cap
  - vital pulpotomy[4]
  - pulpal therapy[4]
  - pulpal debridement[4]
  - root canal therapy (treatment plan, x-rays, clinical procedures and follow up care)
  - retreatment of previous root canal therapy covered after six months when performed by a different provider
  - apexification
- **Endodontic Services (Surgical)**
  - apiocoetomy[4]
  - retrograde filling[4]
  - bone graft[4]
  - biologic materials to aid in soft/osseous tissue regeneration in connection with periradicular surgery[4]
  - guided tissue regeneration[4]
  - periradicular surgery[4]
  - root amputation[4]
  - hemisection[4]

Coverage C – Complex Restorative Dentistry

- **Pontics**[2]
- **Retainer (cast metal for resin bonded fixed prosthesis)**
  one every five calendar years
- **Inlays/onlays (used as abutments for fixed bridgework)**[2]
- **Inlays/onlay restorations**[2]
- **Sedative filling**
- **Crowns**[2]
- **Permanent bridge installation**
  - *one every five calendar years*
- **Dentures – full and partial**
  one every five calendar years
- **Denture adjustments**
  after six months from the date of installation
- **Denture relining**
  one every three calendar years
- **Post and core**
- **Core buildup**

Coverage D – Orthodontic Dentistry (NOT COVERED)

- **Surgical access, exposure or immobilization (unerupted teeth)**
- **Placement of device to facilitate eruption (impacted teeth)**
- **Diagnostic casts**
  one every two calendar years
- **Orthodontic appliances (initial and subsequent installations)**
- **Cephalometric x-rays**
- **Extractions**
- **Casts and models**

[1] *two every calendar year*
[2] *one per tooth every five calendar years*
[3] *four every five calendar years*
[4] *once per tooth while covered under the Plan*

APPENDIX E (Page 2)

SignatureBlue
Dental Benefit Solutions

BlueCross BlueShield Nebraska
An independent licensee of the Blue Cross and Blue Shield Association

Schedule of Benefits Summary – Option 5

Group Name: Educators Health Alliance | Effective Date: September 01, 2025

Payment for Services	In-Network Provider	Out-of-Network Provider
Covered Services are reimbursed based on the Allowable Charge. BlueCross and BlueShield of Nebraska In-Network Providers have agreed to accept the benefit payment as payment in full, not including deductible, coinsurance and/or copay amounts and any charges for non-covered services, which are the Covered Person's responsibility. That means that In-Network providers, under the terms of their contract with BlueCross and BlueShield, can't bill for amounts over the Contracted Amount. Out-of-Network Providers can bill for amounts over the Out-of-Network Allowance.		
Deductible (the amount the Covered Person pays each Calendar Year for combined Covered Services before the Coinsurance is payable) • Individual • Family Calendar Year Deductible applies to the following Coverage benefits:	 **$25** **$50** **B, C Services**	 **$50** **$100** **B, C Services**
COVERAGE FOR DENTAL SERVICES (Coinsurance shown below is the percentage the Covered Person must pay)		
Coverage A (Preventive and Diagnostic)	**0%**	**20%**
Coverage B (Maintenance, Simple Restorative, Oral Surgery, Periodontics and Endodontics)	**0%**	**20%**
Coverage C (Complex Restorative)	**0%**	**20%**
Coverage D (Orthodontic Dentistry)	**Not Covered**	**Not Covered**

Please note: This Schedule of Benefits Summary is intended to provide you with a brief overview of your benefits. It is not a contract and should not be regarded as one. For more complete information about your plan, including benefits, exclusions and contract limitations, please refer to the master group contract. In the event there are discrepancies between this document and the contract, the terms and conditions of the contract will govern.

APPENDIX F
PROBLEM-SOLVING PROCEDURE

Section G.1 - Explanation: The procedures set forth in this Appendix are not part of the negotiated agreement between the Adams County School District No. 18 and the Hastings Education Association. These procedures are part of the Policies, Regulations, and Bylaws of the Hastings Public Schools. These procedures are set forth here only for the information of employees covered by this Agreement. No provisions of these procedures are subject to negotiations or Article 4 of this Agreement.

Section G.2 - Employee Complaints: A complaint is an assertion by an employee that there has been a violation, misinterpretation, or inequitable application of District policies, regulations, and procedures; existing laws; or other actions that adversely and directly affect the employee personally and/or his/her job performance.

Grievances regarding the misinterpretations, misapplication, or violation of the provisions of negotiated agreements between the Board of Education and the Hastings Education Association shall be resolved through a grievance procedure established specifically for that purpose.

It is the intent of this procedure that employee complaints will be identified and corrected at the earliest possible time and at the lowest level of supervision.

Complaint processing should be viewed as a positive and constructive effort, which seeks to establish the facts upon which the complaint is based and to come to a fair conclusion.

The employee filing a complaint must personally participate in the problem-solving procedure. An employee may bring a representative with him/her at each step of the procedure.

There will be no reprisals against an employee who files a complaint.

The employee has the right to withdraw the complaint at any time.

Section G.3 - Procedures:

1. Level 1: An employee will present a complaint orally and informally to his/her immediate supervisor. If the complaint is not promptly resolved, it must be put in written form using the Employee Complaint Form and submitted to the immediate supervisor.

   Within three (3) working days of receiving the complaint, the immediate supervisor will render a decision, in writing, to the employee who filed the complaint.

2. Level II: Within three (3) working days after receiving the written decision at Level I, the employee may appeal the decision, in writing, to the appropriate Central Office administrator.

Within five (5) working days, the Central Office administrator will meet with the employee, discuss the complaint, and render a written decision. A copy of the decision will be sent to the employee and his/her immediate supervisor.

3. Level III: Within three (3) working days after receiving the decision at Level II, the employee may appeal the decision, in writing, to the Superintendent of Schools. If the complaint was filed with the Superintendent of Schools at Level II, then Level III will be eliminated in the procedure.

   Within five (5) working days of receipt of the written complaint, the Superintendent of Schools will meet with the employee, discuss the complaint, and render a written decision. A copy of the written decision will be sent to the employee and to his/her immediate supervisor.

4. Level IV: Within three (3) working days after receiving the written decision at Level III, the employee may appeal the written decision to the Board of Education. The President of the Board of Education will then determine whether the Board's Executive Committee or the full Board of Education will meet with the employee to discuss the complaint.

   Within twenty (20) working days after receipt of the appeal, the Board of Education will render a decision on the appeal. A copy of the written decision will be sent to the employee and the immediate supervisor.

   If the Executive Committee meets with the employee, then the Committee will make a recommendation to the Board of Education for resolving the problem. The full Board of Education will then consider the recommendation of the Executive Committee and render a decision.

   The decision of the Board of Education will be the final step in the problem-solving procedure.

APPENDIX G
FAMILY AND MEDICAL LEAVE ACT

FMLA requires covered employers to provide up to 12 weeks of unpaid, job-protected leave to "eligible" employees for certain family and medical reasons. Employees are eligible if they have worked for a covered employer for at least one year, and for 1,250 hours over the previous 12 months, and if there are at least 50 employees within 75 miles.

Reasons for Taking Leave: Unpaid leave must be granted for any of the following reasons:

- to care for the employee's child after birth, or placement for adoption or foster care.
- to care for the employee's spouse, son or daughter, or parent, who has a serious health condition; or
- for a serious health condition that makes the employee unable to perform the employee's job.

At the employee's or employer's option, certain kinds of paid leave may be substituted for unpaid leave.

Advance Notice and Medical Certification: The employee may be required to provide advance leave notice and medical certification. Taking of leave may be denied if requirements are not met.

- The employee ordinarily must provide 30 days advance notice when the leave is "foreseeable."
- An employer may require medical certification to support a request for leave because of a serious health condition and may require second or third opinions (at the employer's expense) and a fitness for duty report to return to work.

Job Benefits and Protection:

- For the duration of FMLA leave, the employer must maintain the employee's health coverage under any "group health plan."
- Upon return from FMLA leave, most employees must be restored to their original or equivalent positions with equivalent pay, benefits, and other employment terms.
- The use of FMLA leave cannot result in the loss of any employment benefit that accrued prior to the start of an employee's leave.

Unlawful Acts by Employers: FMLA makes it unlawful for any employer to:

- interfere with, restrain, or deny the exercise of any right provided under FMLA;
- discharge or discriminate against any person for opposing any practice made unlawful by FMLA or for involvement in any proceeding under or relating to FMLA.

Enforcement:

- The U.S. Department of Labor is authorized to investigate and resolve complaints of violations.
- An eligible employee may bring a civil action against an employer for violations.

FMLA does not affect any Federal or State law prohibiting discrimination, or supersede any State or local law or collective bargaining agreement which provides greater family or medical leave rights.

APPENDIX H

Hastings Public Schools
Declination of Offer to Enroll in Health Insurance Program

I, _____, knowingly and voluntarily decline to enroll or participate in the Hastings Public School District's (the "District") health insurance. Instead, I knowingly and voluntarily elect to accept a cash-in-lieu or "opt-out" payment of $3,300 (the "Cash-in-Lieu Payment"). In doing so, I swear and affirm, that the following are true and accurate:

1. I understand that, by declining to enroll in the District's health insurance, I may be assessed taxes, penalties or fines by the IRS for failing to have health insurance but, knowing this, I nevertheless decline to enroll in the District's insurance plan.

2. I, along with all other individuals for whom I reasonably expect to claim a personal exemption deduction for the taxable year or years that begin or end in or with the District's plan year to which the Cash-in-Lieu Payment arrangement applies (my "expected tax family") have or will have minimum essential coverage (other than coverage in the individual market, whether or not obtained through the Marketplace) during the period of coverage to which the Cash-in-Lieu Payment arrangement applies.

3. I understand that the District will not, under any circumstance, make any Cash-in-Lieu Payment to me if the District knows or has reason to know that I, or any other member of my expected tax family, do not have or will not have the alternative coverage.

4. I understand that, by declining to enroll in the District's health insurance program and, instead, electing to receive a Cash-in-Lieu Payment, that, subject to limited circumstances, I may not be eligible to enroll in the District's health insurance after the District's annual open enrollment period ends. I further understand and acknowledge that, if I lose my health insurance from the alternative source after the District's annual open enrollment period ends, I may not be able to enroll in the District's health insurance until the District's subsequent annual open enrollment period. Notwithstanding the foregoing, I still voluntarily and knowingly desire to forego health insurance through the District and elect to receive a Cash-in-Lieu Payment.

5. I recognize that, if the District is ever fined or penalized under the Affordable Care Act as a result of my declination to enroll in the District's health insurance, then the District, in its discretion, may refuse to allow me to receive a Cash-in-Lieu Payment in the future.

6. If any of the statements in this document are not true or accurate, then I will inform the District before signing the document. If any of the statements in this document become untrue or inaccurate in the future, I agree to advise the District as soon as I am reasonably able to do so.

Dated this ___ day of _____, 20__.

_____
[Print Your Name]

_____
[Sign Your Name]

Allo FIBER

Hastings Public School District

1515 W 8th St

Hastings, NE 68901

Form 470: 260011278

2026-Hastings-WAN RFP

Attn: Gary Needham
erate-consultant@esu9.us
402-463-5611

Attn: Lawrence Tunks
Lawrence.tunks@hpstigers.org
402-461-7500

1/13/2026

Company Overview

ALLO is a leading regional telecommunications provider, delivering advanced data, voice, and technology solutions since 2003. Certified by the Nebraska Public Service Commission, we proudly serve governmental entities, businesses, and residents across Nebraska, Colorado, Arizona, and Missouri. Our state-of-the-art technologies, paired with a customer-first approach, set us apart in delivering fast, reliable, and personalized service.

ALLO brings proven experience, deep expertise, scalable solutions, and strong financial backing to drive the success of your initiative. Our large team of local professionals are ready to provide responsive, personalized support today and well into the future. Our people, resources, and commitment ensure that your partnership with ALLO is built for long-term success.

Over the past twenty years, we have grown into a trusted leader in fiber technology—driven by our technical expertise, dedicated team, high-quality products, and a reputation for exceptional customer service. Our cutting-edge fiber network, supported by a skilled team of engineers and operators, delivers unmatched capacity and reliability to the communities we serve. As we continue to expand, our commitment remains focused on empowering partner communities with fast, dependable, and future-ready connectivity.

Partnership for Success
At ALLO, we are more than a service provider, we are your committed partner in progress. Our relationship goes beyond transactions, built on collaboration, expert guidance, and a shared drive for growth. Together, we turn challenges into opportunities and goals into achievements.

Reliability Beyond Measure
Trust begins with reliability. Our services are designed to deliver consistent, secure connectivity—so you can stay focused on what matters most. With advanced infrastructure and dedicated support, we ensure your operations run smoothly and your peace of mind stays intact.

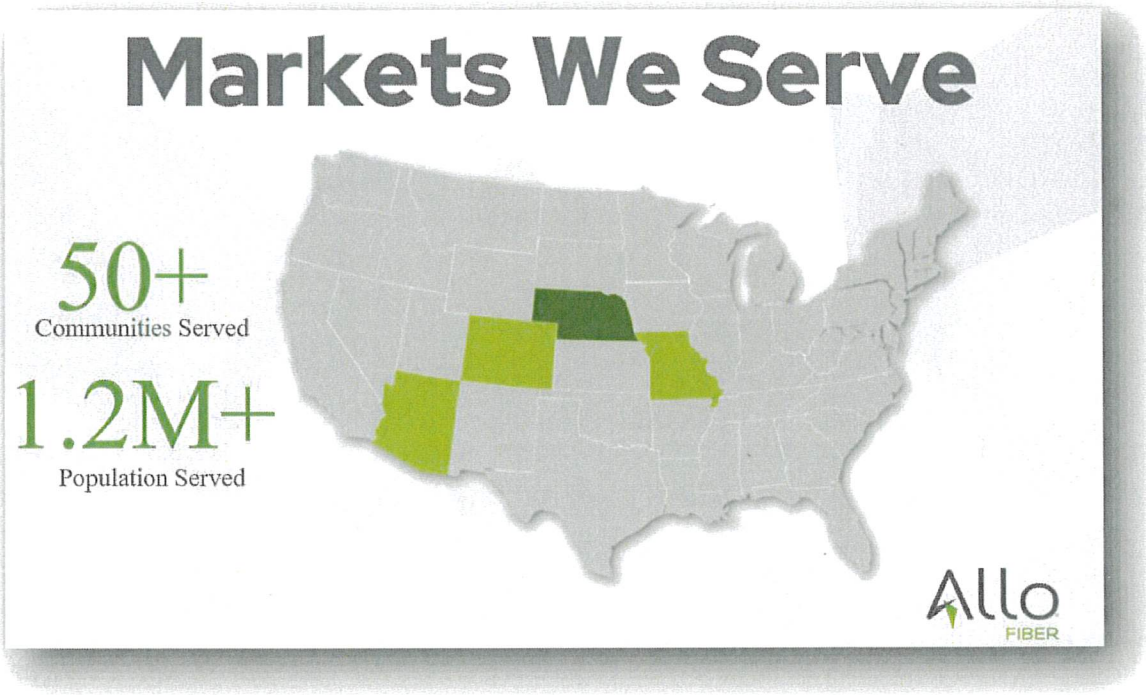
Primary Industries Served
For over two decades, ALLO has partnered with healthcare, education, government, enterprise, and local business organizations to deliver tailored, high-performance solutions. Our scalable fiber connectivity and advanced technologies are designed to boost operational efficiency, simplify workflows, and fuel long-term growth. With enterprise-grade services and a relentless focus on innovation, ALLO equips organizations to thrive in a fast-moving digital world—with confidence, speed, and reliability.

Primary Services
Fiber Voice (PRI, SIP, POTS, MS TEAMS, Cloud Voice), Internet, Metro Ethernet, ELINE (PTP), ELAN, AWS Direct Connect, Microsoft Azure Cloud Service, Firewall 365, Video Services (IPTV), Managed Services Provider, SD WAN, CaaS.

ALLO has reviewed and agrees to the terms outlined in this RFP.

- ✓ **Locally operated, fiber-rich network**
  Built and maintained by teams who live and work in your community
- ✓ **Community-first approach**
  ALLO actively invests in and supports the communities we serve
- ✓ **Future-ready infrastructure**
  Scalable capacity designed to meet evolving technology demands
- ✓ **Robust data center presence**
  With local, regional, and national facilities ensuring performance and redundancy
- ✓ **24/7 local support**
  Backed by a Dedicated Account Team

Core Values & Markets Served



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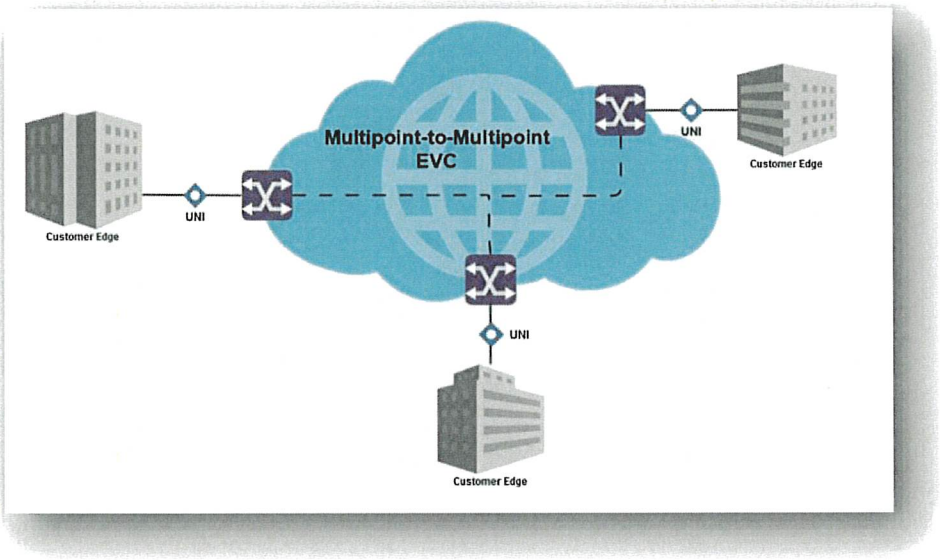
ALLO Proposed Services

ELAN: The EVP-LAN is a multipoint-to-multipoint connection design that allows service multiplexing on any of the connecting UNIs. This solution is utilized when a customer needs a fully meshed layer 2 private LAN. This type of solution is often used as a hub and spoke replacement because it allows for expansion of DR sites, direct spoke-to-spoke communication in the case of voice traffic and other traffic types. **EQUIPMENT:** Accedian GTs and Juniper EX4300.



ALLO Service Level Agreement | Network Availability Guarantee

ALLO Fiber's network is guaranteed to be available and capable of forwarding IP packets 99.99% of the time, averaged over a calendar month. ALLO Fiber's IP network includes the customer access port (the port on the ALLO Fiber aggregation router upon which the customer's circuit terminates) and the ALLO Fiber IP backbone network. The ALLO Fiber IP backbone includes ALLO Fiber owned and controlled routers and circuits, including any transit connections and the customer-based network interface device. ALLO Fiber's Network Availability Guarantee does not include the customer's Local Area Network (LAN), scheduled and unscheduled maintenance events, customer owned Customer Premise Equipment (router or CPE), customer caused outages or disruptions, and force majeure events. If the Network Availability Guarantee is not met in a calendar month, the customer is eligible to receive a credit up to 25% of the monthly service charge (MRC) for that month for each full hour of outage in excess of the 99.99% guaranteed under this SLA up to a maximum of one month's recurring charge.

Latency Guarantee

The ALLO Fiber network (as defined in the previous section) is guaranteed to have an average round trip packet transit time within the ALLO Fiber backbone network over a calendar month of 5ms or less. This is measured from the customer premise ALLO equipment to the egress point at the nearest data center. The average network latency is measured as the average of 5-minute samples taken throughout the month. The ALLO Fiber Latency Guarantee does not include the customer's Local Area Network (LAN),

scheduled and unscheduled maintenance events, customer owned Customer Premise Equipment (router or CPE), customer caused outages or disruptions, and force majeure events. If the Latency Guarantee is not met in a calendar month, the customer is eligible to receive a credit up to 25% of the monthly service charge (MRC) for that month for each full 1ms above the 5ms average maximum guaranteed under this SLA up to a maximum of one month's recurring charge.

Mean Time to Repair

ALLO Fiber operates a 24/7/365 NOC to respond to all calls immediately. Tickets will be opened immediately upon a customer reported issue. MTTR SLA is measured as the average time it takes to restore all Failures of the Network Availability Guarantee for all Customer sites with similar circuit types during a calendar month. (For the purposes of determining MTTR measurements, only a failure of the Network Availability Guarantee shall constitute a Failure; failures of other guarantees do not apply to MTTR.) Ethernet – 4 hours

Measurement: MTTR is the period of time beginning when a trouble ticket is opened by either ALLO or the Customer as a result of a Failure, and ending when the Failure has been remedied. The MTTR service guarantee takes effect on the 1st calendar day of the first full month after the connection is successfully installed and activated. If ALLO fails to meet the MTTR for a calendar month, the Customer will receive a credit of 25% of the MRC for that month for each hour over the MTTR.

Packet Loss Guarantee

The ALLO Fiber network is guaranteed to have a maximum average packet loss of 1 percent or less during any calendar month.

Credit Requests

ALLO Fiber will offer credits outlined above should these guarantees not be met, subject to verification by ALLO Fiber. Requests for credits must be in writing and received by ALLO Fiber no later than seven days from the disruption in service as outlined in the guarantees above. Customers requesting credits must have opened a trouble ticket with the ALLO Fiber Network Operations Center (NOC) at the time of the incident (855-632-3154). Please allow one week for credit requests to be adequately researched by ALLO Fiber prior to posting to customer account. Total credits under this SLA are limited to the monthly service charge for the month in which the service does not meet the commitment. Concurrent events will not provide consecutive credits. Requests for credits may be mailed to ALLO Fiber, 610 Broadway, Box 1123, Imperial, NE 69033 or faxed to 308-882-7850.

Ongoing Support (24/7 NOC)

ALLO provides comprehensive support throughout every phase of the project lifecycle—including design, deployment, operations, maintenance, and ongoing evolution. For any service issues, customers should contact our dedicated support line to initiate a support ticket (**855-632-3154**). From there, a

Business Customer Service Representative (CSR) will promptly escalate the issue to the appropriate support tier to ensure timely resolution.

Definition of Levels
Level 1: tickets 1+ hour past SLA and/or the customer has requested an escalation
Level 2: tickets 3+ hours past SLA and/or the customer has requested an escalation
Level 3: tickets 5+ hours past SLA and/or the customer has requested an escalation

Escalation List
Level 1: Joel Reynolds (Supervisor) | Joel.Reynolds@allofiber.com | 531-500-2396
Level 2: Ben Powell (Manager) | Ben.Powell@allofiber.com | 402-781-4654
Level 3: Jason Mentore (Senior Manager) | Jason.Mentore@allofiber.com | 402-781-0736
Level 4: Allison O'Neil (Chief Experience Officer) | Allison.O'Neil@allofiber.com | 308-633-7805

Billing

ALLO Fiber provides the option of SPI or Bear invoicing.

Contract Term

ALLO has provided pricing options for 36-month and 60-month contract terms. Upgrades allowed during contract term.

ALLO ELAN Per Circuit Pricing

RE: Hastings Public School District | 2026-Hastings-WAN
Form 470: 260011278
BEN: 138846
ALLO SPIN: 143053851

Attn: Gary Needham
erate-consultant@esu9.us
402-463-5611

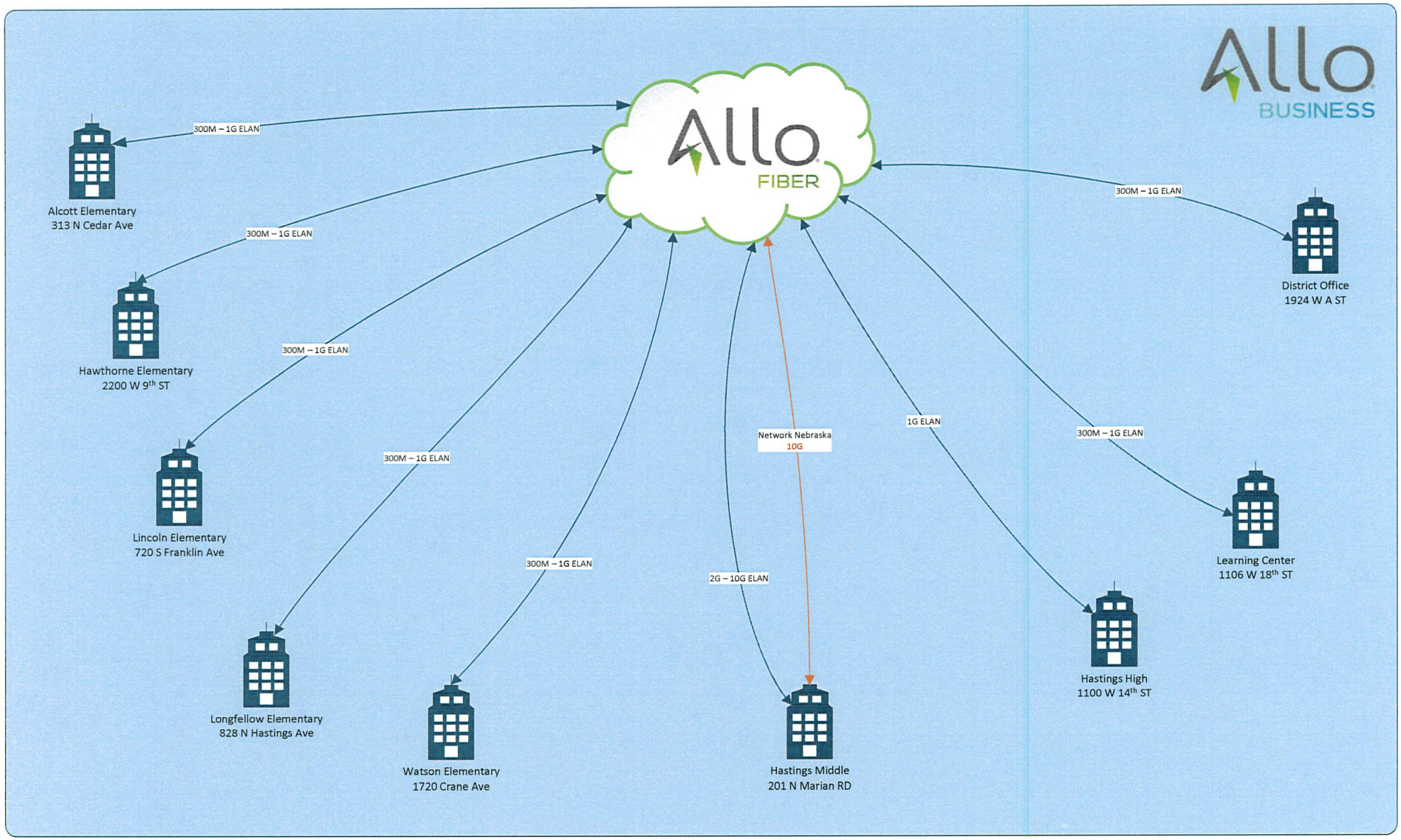
Attn: Lawrence Tunks
lawrence.tunks@hpstigers.org
402-461-7500

Bandwidth	36 Mo Term MRC	60 Mo Term MRC	Taxes & Fees
300M	$490	$440	$0
500M	$570	$515	$0
1G	$700	$630	$0
2G	$890	$805	$0
5G	$1,200	$1,085	$0
10G	$1,495	$1,355	$0

Locations and Current Connectivity

Following is a table of district buildings and the current connectivity

BEN	Building Name	Address (all are located in Hastings, NE 68901)	Current Usage (Mbps)
79325	Alcott Elementary School	313 N Cedar Ave	300 Mbps
79321	Hawthorne Elementary School	2200 W 9th St	300 Mbps
79326	Lincoln Elementary School	720 S Franklin Ave	300 Mbps
79323	Longfellow Elementary School	828 N Hastings Ave	300 Mbps
79319	Watson Elementary School	1720 Crane Ave	300 Mbps
79324	Hastings Middle School	201 N Marian Rd	Separate 10G aggregation and Internet access circuits
79320	Hastings High School	1100 W 14th Street	1 Gbps
79320 annex	Learning Center	1106 W 18th St	500 Mbps
79322	Morton Early Learning Center	731 N Baltimore Ave	300 Mbps
17016674	District Office	1515 W 8th St	Combined with Morton



TITLE	DRAWN BY	DATE
Hastings Public Schools	Jay Blattner	1/6/2026
DESCRIPTION		
Diagram of existing ALLO internet and circuit services.		

ALLO SPIN #143053851 | Account # 975529

SERVICE AGREEMENT | **E-RATE Renewal Agreement**

BEN: 138846 | **470: 260011278 (2026 Hastings WAN)**

Customer	**Hastings Public School District**
Address	**1515 W 8th Street**
	Hastings, NE 68901
Contact	**Lawrence Tunks**
	402-461-7500

This Service Agreement is dated March 30, 2026 between Hastings Public School District (Customer) and ALLO Communications LLC (ALLO FIBER).
This Agreement sets forth the terms and conditions for the services as listed by ALLO to customer.

Location	Address	Service*	Bandwidth	MRC	Circuit ID	Term	BEN
Alcott Elementary School	313 N Cedar Ave	ELAN	300M	$440	153-303-3874	60 Mo	79325
Hawthorne Elementary School	2200 W 9th St	ELAN	300M	$440	153-303-4215	60 Mo	79321
Lincoln Elementary School	720 S Franklin Ave	ELAN	300M	$440	153-303-1632	60 Mo	79326
Longfellow Elementary School	828 N Hastings Ave	ELAN	300M	$440	153-303-8679	60 Mo	79323
Watson Elementary School	1720 Crane Ave	ELAN	300M	$440	153-303-4872	60 Mo	79319
Hastings High School	1100 W 14th St	ELAN	1G	$630	153-303-4887	60 Mo	79320
Learning Center	1106 W 8th St	ELAN	500M	$515	153-303-2047	60 Mo	79320 annex
District Office (previously Morton ELC)	1515 W 8th St	ELAN	300M	$440	153-303-1758	60 Mo	17016674
				$3,785			

Contract start date: 7/1/26

This agreement may be signed in one or more counterparts, each facsimile copy of which will be deemed an original and such counterparts, together, will constitute one Agreement. This Agreement is binding as of the date ALLO signs this Agreement or places a letter in the US mail to Customer, confirming ALLO's acceptance of the contract, as signed by Customer. No alterations to this Agreement are valid, unless acknowledged in writing as accepted by both parties.

Agreed:
Allo Communications LLC

By:

Printed: Hollie Messinger

Title: Enterprise Account Executive (SLED)

Date: 3/30/26

Agreed:
Hastings Public School District

By: _____

Printed: _____

Title: _____

Date: _____

ALLO SPIN #143053851	**Account # 975529**
SERVICE AGREEMENT	**E-RATE Renewal Agreement**
BEN: 138846	**470: 260011278 (2026 Hastings WAN)**
Customer	**Hastings Public School District**
Address	**1515 W 8th Street**
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Lincoln Elementary School	720 S Franklin Ave	ELAN	300M	$440	153-303-1632	60 Mo	79326
Longfellow Elementary School	828 N Hastings Ave	ELAN	300M	$440	153-303-8679	60 Mo	79323
Watson Elementary School	1720 Crane Ave	ELAN	300M	$440	153-303-4872	60 Mo	79319
Hastings High School	1100 W 14th St	ELAN	1G	$630	153-303-4887	60 Mo	79320
Learning Center	1106 W 8th St	ELAN	500M	$515	153-303-2047	60 Mo	79320 annex
District Office (previously Morton ELC)	1515 W 8th St	ELAN	300M	$440	153-303-1758	60 Mo	17016674
				$3,785			

Contract start date: 7/1/26

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Agreed:
Allo Communications LLC

By:

Printed: Hollie Messinger

Title: Enterprise Account Executive (SLED)

Date: 3/30/26

Agreed:
Hastings Public School District

By: _____

Printed: _____

Title: _____

Date: _____

Spectrum Business

Response to Request for Proposal for Hastings Public Schools

Form 470 Application Number: 260011278

Presented To:
Lawrence Tunks
Director of Technology
1515 W. 8th St.
Hastings, NE 68901
lawrence.tunks@hpstigers.org

Presented By:
Tiernan Good
Major Account Manager
9225 Indian Creek Parkway
Overland Park, KS 66210
(913) 643-4210
tiernan.good@charter.com

Charter Communications Operating, LLC SPIN: 143050436

Spectrum BUSINESS®

January 12, 2026

Lawrence Tunks
Director of Technology
Hastings Public Schools
1515 W. 8th St.
Hastings, NE 68901
lawrence.tunks@hpstigers.org

Dear Lawrence:

Spectrum Business[1] ("Spectrum") is pleased to submit the enclosed response to your Request for Proposal ("RFP"). Our response demonstrates Spectrum's ability to provide network solutions that will enable Hastings Public Schools to satisfy its technology needs.

Spectrum provides advanced broadband services nationally to more than 16,000 schools and libraries, representing over 2,500 school districts. Affordable broadband access is delivered to over eight million students, enabling digital teaching and learning within the classroom.

Partnering with Spectrum provides our customers the foundation for new opportunities, innovation, and exceptional experiences, along with industry leading customer services and support.

Thank you for the opportunity to respond to your RFP. Tiernan Good is leading Spectrum's effort. Please do not hesitate to contact Tiernan at (913) 643-4210 or tiernan.good@charter.com.

Sincerely,

DocuSigned by:
corey stuttgen
D32D894ED9BE459...

Corey Stuttgen
Director, Vertical Market Sales

[1] As of February 20, 2025, Spectrum Enterprise is known as Spectrum Business. Spectrum Business is a commercial brand of Charter Communications, Inc. The legal entity submitting this proposal is Charter Communications Operating, LLC, a subsidiary of Charter Communications, Inc.

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TERMS OF OFFER

This proposal alone shall not be considered an acceptance of an offer by Hastings Public Schools ("Customer") or otherwise be sufficient to create a binding contract between Hastings Public Schools and Spectrum.

Spectrum's bid is based upon services being delivered under the terms of the Spectrum Business Agreement for Enterprise Services which incorporates the Spectrum Commercial Terms of Service (available at https://enterprise.spectrum.com/legal/terms-and-conditions.html or any successor URL) plus any related attachments, Service Level Agreements and applicable Service Order(s) (collectively, the "Agreement").

Spectrum remains open to negotiating the Agreement, and once a mutually negotiated contract is entered into by the parties, it shall supersede and replace any terms and conditions of the RFP.

In the event only a portion of Spectrum's proposal is accepted, Spectrum reserves the right to further negotiate the terms of such partial acceptance prior to final bid award acceptance by Spectrum.

In the event of a bid award to Spectrum by Hastings Public Schools based on this proposal, if the full Agreement is not executed by the applicable Federal Communications Commission ("FCC") submission deadline due to delays in negotiation, and the parties have not terminated such negotiations, then for purposes of FCC rules and related Universal Service Administrative Company ("USAC") requirements, an agreement incorporating the terms of the Spectrum Business Agreement for Enterprise Services and the bid locations, services, bandwidth capacities, and pricing contained in this proposal will be deemed to exist.

The terms of this proposal are confidential and should not be disclosed directly or indirectly to any third party, except as may be required by law.

The qualifications stated herein apply to all parts, provisions, and documents of the RFP and Spectrum's response, regardless of whether an explicit exception or qualification is taken thereto by Spectrum.

TERMS AND ABBREVIATIONS

Technology evolves at a rapid pace and Spectrum stays on the cutting edge of that evolution. The terms used to describe specific technologies or services are sometimes cumbersome and become abbreviated for colloquial use. We have provided a list of the terms used throughout this proposal and their corresponding abbreviations for your convenience. Capitalized terms used but not defined herein shall have the meanings assigned in the Agreement.

GENERAL TERMS	ABBREVIATION
INFORMATION TECHNOLOGY	IT

SERVICE PROPOSAL TERMS	ABBREVIATION
MONTHLY RECURRING CHARGE	MRC
ONE-TIME CHARGE	OTC
QUANTITY	QTY
INTERNET PROTOCOL	IP

ETHERNET SERVICES TERMS	ABBREVIATION
CUSTOMER PREMISE EQUIPMENT	CPE
ETHERNET PRIVATE LINE	EPL
ETHERNET PRIVATE LOCAL AREA NETWORK	EP-LAN
ETHERNET VIRTUAL PRIVATE LINE	EVPL
METRO ETHERNET FORUM	MEF
USER-TO-NETWORK INTERFACE	UNI
WIDE AREA NETWORK	WAN

EXECUTIVE SUMMARY

Spectrum is pleased to provide this response illustrating our ability to provide Hastings Public Schools with network solutions. We take pride in being an innovative resource for businesses, schools and communities. Our reliable and economical service is a natural fit with your mission.

Bring Advanced and Affordable Technology to Your Schools and Libraries

Advanced network solutions and computing technologies in the classroom have become vital to education. Unfortunately, today's challenging economic environment has put education and technology budgets under tremendous pressure. It is a challenge for schools to get access to affordable technologies that help drive greater student achievements.

The Federal Government created the E-Rate program to help fund communications services for schools and libraries. This program offers 20-90 percent off standard retail rates on qualified communications services to eligible schools and libraries.

Spectrum's Solution

Since 1998, Spectrum has worked with thousands of E-Rate accounts. Our experience in this area provides E-Rate specialists who understand:

- rules and regulations to participate in the program, and
- billing and standard discounts

Federally funded E-Rate discounts have made today's technology more affordable.

Get Powerful Services with the Financial Benefits of E-Rate

Research shows that technology use is a top-five indicator of better discipline, better attendance, and increases in college enrollment. Educational organizations are leveraging E-Rate by partnering with Spectrum to reduce cost and implement technology for greater student achievement.

Unsurpassed Expertise and Customer Support

A network of specially trained, industry experts support Spectrum. We have around-the-clock, U.S. based business support centers and knowledgeable, locally based technicians who are specifically trained to help with your unique needs. Our dedicated work ethic, shared knowledge, and proprietary systems allow us to ensure that the solutions we are proposing to Hastings Public Schools will match your specific and discrete needs.

When you collaborate with Spectrum for network solutions, we assign an account team who will support your services and address your needs:

- **Account Manager:** a dedicated, market expert who is available for consultation.
- **Sales Engineering:** trained technical experts who customize designs based on your requirements.
- **E-Rate Specialists:** experienced with E-Rate rules and regulations and are billing and standard discounts experts
- **Project Management:** customer focused experts who manage your build and communicate with you every step of the way.
- **Client Services:** your point of contact; responsible for providing you with accurate billing and consultation on future growth.
- **Spectrum Business Network Operations Center ("SBNOC") and Spectrum Business Technical Support ("SBTS"):** 24/7 facilities that work together to continuously monitor the network and provide a resource for technical support.

Customers have direct access to our Government Subsidized Programs ("GSP") department which specializes in government-funded programs for eligible customers.

To support E-Rate program participation, Spectrum:

- Provides to the Customer an ("FCC") Form 471 Funding Recommendation Letter after the FCC Form 470 and awarded Agreement review.
- Reviews FCC Form 471 for possible errors and omissions and distributes to the customer accompanying Receipt Acknowledgement Letter ("RAL") Modification recommendation necessary to maximize eligible funding.
- Monitors Service Provider Invoicing ("SPI") submissions and SPI discount application (FCC Form 474), and
- Will be available to address program questions or concerns via email.

IMPLEMENTATION PLAN

Upon award of the project, Spectrum will meet with Customer's technical staff to create the project work plan. The work plan will include an assessment of site readiness with specific recommendations based upon site visits. A project work schedule will be jointly prepared with Customer, identifying key project milestones.

Sample Implementation Timeline

Description	Resource	Result	Time Duration
Project Initiation	Internal	Project released to Spectrum's Service Delivery team. Project manager makes contact with Customer	1 week
Project Initiation	Internal	Internal kickoff design review, develop deployment strategy, review timelines, risks, project materials ordered, construction tasks begin	1 week
Project Execution	External	External kickoff call with Customer	1 week
Project Execution & Control	Internal / External	Recurring internal / external project meetings to update status, review action items, and go over project risks	1 week
Project Execution & Control	Internal / External	Weekly recurring internal and Customer project meetings, material receipt, fiber construction activities, facility build-outs, equipment deployment, provisioning, risk mitigation, test and turn-up for sites that become ready	4 weeks
Project Closure	Internal / External	Test and turn-up documents delivered to Customer, SBNOC enrollment for monitoring	1 week

Spectrum's project implementation plan is to be used as an estimate only. Milestones are projected dates. Actual dates and time frames may vary due to, but not limited to, inclement weather.

The team that will be assigned to this project is experienced in designing, implementing and maintaining large scale networks. We have project managers in-house who will be dedicated to this project and who will be the point of contact for the entire project life cycle. Our project managers understand the importance of deadlines and customer expectations.

Spectrum operates with a team concept so that cross-checking of work outputs and resource backup is always in place, and more than one individual understands each

process from beginning to end. Qualified personnel with depth of knowledge in the same processes and procedures used in this project are accessible in the event an assigned team member becomes unavailable.

Upon completion of the construction, the project will be handed off to a local network technician who will install the Spectrum provided and owned Cisco or comparable switch(es), as applicable, at Customer's site. The network technician will work with the SBNOC to verify connectivity and to provision the correct bandwidth. Once installation and testing are complete, Customer will be notified that the Service is available for use.

SPECTRUM SERVICE PROPOSAL

Spectrum's proposal, including pricing, is subject to the following contingencies:

- Final engineering, design and site visits; and
- Acceptance of and entering into the Agreement (as may be negotiated by the parties as stated in the Terms of Offer section above), which shall govern the contractual relationship between the parties and the provision of the services under such contract.

Investment for Spectrum Services

Service Location	A or Z Location	Service	Bandwidth / Product Description	Initial Order Term (Months)	QTY	MRR	OTC
Option 1							
201 N Marian Rd, Hastings, NE 68901	A	Ethernet EPLAN	10 Gbps	36	1	$1,207.62	$0.00
313 N Cedar Ave, Hastings, NE 68901	Z	Ethernet EPLAN	500 Mbps	36	1	$724.58	$0.00
2200 W 9th St, Hastings, NE 68901	Z	Ethernet EPLAN	500 Mbps	36	1	$724.58	$0.00
720 S Franklin Ave, Hastings, NE 68901	Z	Ethernet EPLAN	500 Mbps	36	1	$724.58	$0.00
828 N Hastings Ave, Hastings, NE 68901	Z	Ethernet EPLAN	500 Mbps	36	1	$724.58	$0.00
1720 Crane Ave, Hastings, NE 68901	Z	Ethernet EPLAN	500 Mbps	36	1	$724.58	$0.00
1100 W 14th St, Hastings, NE 68901	Z	Ethernet EPLAN	1 Gbps	36	1	$823.38	$0.00
1106 W 18th St, Hastings, NE 68901	Z	Ethernet EPLAN	500 Mbps	36	1	$724.58	$0.00
731 N Baltimore Ave, Hastings, NE 68901	Z	Ethernet EPLAN	500 Mbps	36	1	$724.58	$0.00
Option 2							
201 N Marian Rd, Hastings, NE 68901	A	Ethernet EPLAN	10 Gbps	60	1	$1,000.00	$0.00
313 N Cedar Ave, Hastings, NE 68901	Z	Ethernet EPLAN	500 Mbps	60	1	$590.00	$0.00
2200 W 9th St, Hastings, NE 68901	Z	Ethernet EPLAN	500 Mbps	60	1	$590.00	$0.00

720 S Franklin Ave, Hastings, NE 68901	Z	Ethernet EPLAN	500 Mbps	60	1	$590.00	$0.00
828 N Hastings Ave, Hastings, NE 68901	Z	Ethernet EPLAN	500 Mbps	60	1	$590.00	$0.00
1720 Crane Ave, Hastings, NE 68901	Z	Ethernet EPLAN	500 Mbps	60	1	$590.00	$0.00
1100 W 14th St, Hastings, NE 68901	Z	Ethernet EPLAN	1 Gbps	60	1	$670.00	$0.00
1106 W 18th St, Hastings, NE 68901	Z	Ethernet EPLAN	500 Mbps	60	1	$590.00	$0.00
731 N Baltimore Ave, Hastings, NE 68901	Z	Ethernet EPLAN	500 Mbps	60	1	$590.00	$0.00
Option 3							
201 N Marian Rd, Hastings, NE 68901	A	Ethernet EPLAN	10 Gbps	36	1	$1,100.00	$0.00
313 N Cedar Ave, Hastings, NE 68901	Z	Ethernet EPLAN	1 Gbps	36	1	$750.00	$0.00
2200 W 9th St, Hastings, NE 68901	Z	Ethernet EPLAN	1 Gbps	36	1	$750.00	$0.00
720 S Franklin Ave, Hastings, NE 68901	Z	Ethernet EPLAN	1 Gbps	36	1	$750.00	$0.00
828 N Hastings Ave, Hastings, NE 68901	Z	Ethernet EPLAN	1 Gbps	36	1	$750.00	$0.00
1720 Crane Ave, Hastings, NE 68901	Z	Ethernet EPLAN	1 Gbps	36	1	$750.00	$0.00
1100 W 14th St, Hastings, NE 68901	Z	Ethernet EPLAN	2 Gbps	36	1	$875.00	$0.00
1106 W 18th St, Hastings, NE 68901	Z	Ethernet EPLAN	1 Gbps	36	1	$750.00	$0.00
731 N Baltimore Ave, Hastings, NE 68901	Z	Ethernet EPLAN	1 Gbps	36	1	$750.00	$0.00
Option 4							
201 N Marian Rd, Hastings, NE 68901	A	Ethernet EPLAN	10 Gbps	60	1	$1,000.00	$0.00
313 N Cedar Ave, Hastings, NE 68901	Z	Ethernet EPLAN	1 Gbps	60	1	$670.00	$0.00
2200 W 9th St, Hastings, NE 68901	Z	Ethernet EPLAN	1 Gbps	60	1	$670.00	$0.00

720 S Franklin Ave, Hastings, NE 68901	Z	Ethernet EPLAN	1 Gbps	60	1	$670.00	$0.00
828 N Hastings Ave, Hastings, NE 68901	Z	Ethernet EPLAN	1 Gbps	60	1	$670.00	$0.00
1720 Crane Ave, Hastings, NE 68901	Z	Ethernet EPLAN	1 Gbps	60	1	$670.00	$0.00
1100 W 14th St, Hastings, NE 68901	Z	Ethernet EPLAN	2 Gbps	60	1	$780.00	$0.00
1106 W 18th St, Hastings, NE 68901	Z	Ethernet EPLAN	1 Gbps	60	1	$670.00	$0.00
731 N Baltimore Ave, Hastings, NE 68901	Z	Ethernet EPLAN	1 Gbps	60	1	$670.00	$0.00
Option 5							
201 N Marian Rd, Hastings, NE 68901	A	Ethernet EPLAN	10 Gbps	36	1	$1,207.62	$0.00
313 N Cedar Ave, Hastings, NE 68901	Z	Ethernet EPLAN	500 Mbps	36	1	$724.58	$0.00
2200 W 9th St, Hastings, NE 68901	Z	Ethernet EPLAN	500 Mbps	36	1	$724.58	$0.00
720 S Franklin Ave, Hastings, NE 68901	Z	Ethernet EPLAN	500 Mbps	36	1	$724.58	$0.00
828 N Hastings Ave, Hastings, NE 68901	Z	Ethernet EPLAN	500 Mbps	36	1	$724.58	$0.00
1720 Crane Ave, Hastings, NE 68901	Z	Ethernet EPLAN	500 Mbps	36	1	$724.58	$0.00
1100 W 14th St, Hastings, NE 68901	Z	Ethernet EPLAN	1 Gbps	36	1	$823.38	$0.00
1106 W 18th St, Hastings, NE 68901	Z	Ethernet EPLAN	500 Mbps	36	1	$724.58	$0.00
1515 W 8th St, Hastings, NE 68901	Z	Ethernet EPLAN	500 Mbps	36	1	$724.58	$0.00
Option 6							
201 N Marian Rd, Hastings, NE 68901	A	Ethernet EPLAN	10 Gbps	60	1	$1,000.00	$0.00
313 N Cedar Ave, Hastings, NE 68901	Z	Ethernet EPLAN	500 Mbps	60	1	$590.00	$0.00
2200 W 9th St, Hastings, NE 68901	Z	Ethernet EPLAN	500 Mbps	60	1	$590.00	$0.00

720 S Franklin Ave, Hastings, NE 68901	Z	Ethernet EPLAN	500 Mbps	60	1	$590.00	$0.00
828 N Hastings Ave, Hastings, NE 68901	Z	Ethernet EPLAN	500 Mbps	60	1	$590.00	$0.00
1720 Crane Ave, Hastings, NE 68901	Z	Ethernet EPLAN	500 Mbps	60	1	$590.00	$0.00
1100 W 14th St, Hastings, NE 68901	Z	Ethernet EPLAN	1 Gbps	60	1	$670.00	$0.00
1106 W 18th St, Hastings, NE 68901	Z	Ethernet EPLAN	500 Mbps	60	1	$590.00	$0.00
1515 W 8th St, Hastings, NE 68901	Z	Ethernet EPLAN	500 Mbps	60	1	$590.00	$0.00
Option 7							
201 N Marian Rd, Hastings, NE 68901	A	Ethernet EPLAN	10 Gbps	36	1	$1,100.00	$0.00
313 N Cedar Ave, Hastings, NE 68901	Z	Ethernet EPLAN	1 Gbps	36	1	$750.00	$0.00
2200 W 9th St, Hastings, NE 68901	Z	Ethernet EPLAN	1 Gbps	36	1	$750.00	$0.00
720 S Franklin Ave, Hastings, NE 68901	Z	Ethernet EPLAN	1 Gbps	36	1	$750.00	$0.00
828 N Hastings Ave, Hastings, NE 68901	Z	Ethernet EPLAN	1 Gbps	36	1	$750.00	$0.00
1720 Crane Ave, Hastings, NE 68901	Z	Ethernet EPLAN	1 Gbps	36	1	$750.00	$0.00
1100 W 14th St, Hastings, NE 68901	Z	Ethernet EPLAN	2 Gbps	36	1	$875.00	$0.00
1106 W 18th St, Hastings, NE 68901	Z	Ethernet EPLAN	1 Gbps	36	1	$750.00	$0.00
1515 W 8th St, Hastings, NE 68901	Z	Ethernet EPLAN	1 Gbps	36	1	$750.00	$0.00
Option 8							
201 N Marian Rd, Hastings, NE 68901	A	Ethernet EPLAN	10 Gbps	60	1	$1,000.00	$0.00
313 N Cedar Ave, Hastings, NE 68901	Z	Ethernet EPLAN	1 Gbps	60	1	$670.00	$0.00
2200 W 9th St, Hastings, NE 68901	Z	Ethernet EPLAN	1 Gbps	60	1	$670.00	$0.00
720 S Franklin Ave, Hastings, NE 68901	Z	Ethernet EPLAN	1 Gbps	60	1	$670.00	$0.00

828 N Hastings Ave, Hastings, NE 68901	Z	Ethernet EPLAN	1 Gbps	60	1	$670.00	$0.00
1720 Crane Ave, Hastings, NE 68901	Z	Ethernet EPLAN	1 Gbps	60	1	$670.00	$0.00
1100 W 14th St, Hastings, NE 68901	Z	Ethernet EPLAN	2 Gbps	60	1	$780.00	$0.00
1106 W 18th St, Hastings, NE 68901	Z	Ethernet EPLAN	1 Gbps	60	1	$670.00	$0.00
1515 W 8th St, Hastings, NE 68901	Z	Ethernet EPLAN	1 Gbps	60	1	$670.00	$0.00

The above pricing is inclusive of all Services and Service locations provided above ("all-in" pricing proposal). Any other pricing options or requests will require further financial review and approval in order to provide revised pricing options.

Pricing is provided only for the sites shown in the Service Proposal. Pricing for additional sites shall be determined upon Spectrum's receipt of site information for the new service location, evaluation of the requested services, performance of surveys, and other information that may be required.

Pricing shown above is exclusive of taxes, fees and surcharges. The MRCs and OTCs are subject to taxes, fees and surcharges as described in Section 7(b) (Taxes, Surcharges and Fees) of the Agreement.

E-Rate Funding Contingency

Customer's Service Order shall incorporate the following clause as it relates to funding:

Customer may submit this Service Order and the Agreement to the Schools and Libraries Division of the Universal Service Administrative Company, (i.e., the entity appointed by the Federal Communications Commission to administer the Universal Service Program with respect to Schools and Libraries (E-Rate) funding) as part of any application seeking a federal subsidy or funding.

Customer is responsible for notifying Spectrum of its election of either the Service Provider Invoice (SPI) or Billed Entity Applicant Reimbursement (BEAR) discount method by May 15th prior to the applicable funding year. Customer must complete and return an E-Rate Discount Election Form to Spectrum prior to such date, or Customer will be deemed to have chosen the BEAR discount method for the funding year.

Upon Spectrum's receipt of appropriate notice that Customer is an approved E-Rate program participant for a Service, Spectrum will invoice Customer for the Service in accordance with E-Rate guidelines and/or rules. If Spectrum invoices Customer for a

Service pursuant to any E-Rate program rates, discounts or credits in advance of receiving such notice and Customer's request for E-Rate program funding is denied, limited or reduced, Spectrum will invoice Customer and Customer will pay the difference between such invoiced amount(s) and the actual amount of the charges for the Service as described in this Service Order. Notwithstanding anything herein to the contrary, Customer's obligations under this Service Order shall remain in full force and effect in the event Customer withdraws or is removed from the E-Rate program, receives E-Rate program funding that is less than Customer's requested funding amount, or is denied E-Rate program funding for any Service described in this Service Order. For the avoidance of doubt, Customer is solely responsible for all charges for services, as described in this Service Order, that were installed prior to the E-Rate program funding year start date.

Contract Extension

Spectrum agrees to include the following clause in applicable Service Orders:

Customer shall have the option to renew this Service Order for up to three (3) additional consecutive twelve (12) month terms (each, a "Renewal Term" and collectively with the Initial Order Term, the "Order Term"), at the same MRC set forth in this Service Order, by providing notice of such renewal to Spectrum at least thirty (30) days prior to expiration of the then-current Order Term (i.e. either the Initial Order Term or a Renewal Term, as applicable). If Customer does not exercise its option to renew the Service Order for an available Renewal Term in accordance with the foregoing, then upon reaching the end of the then-current Order Term the Service Order shall automatically renew for successive one-month terms (each, a "Monthly Renewal Term"). Thereafter, either Spectrum or Customer may terminate the Service Order by providing notice of termination to the other Party at least thirty (30) days in advance of, and to be effective as of, the expiration of a Monthly Renewal Term.

Upgrade Path

Spectrum agrees to include the following clause in applicable Service Orders:

Customer shall have the option to add Services or, if applicable, increase speed and bandwidth during the Order Term of the Service Order, provided Spectrum is able to accommodate Customer's request. Customer will notify Spectrum of its desired additional Services or increased speed and bandwidth and shall be responsible for the corresponding increase in MRCs for such additional Services or increased speed and bandwidth, as well as construction and installation costs (if applicable). Added services may be coterminous with the Initial Order Term of the original Service Order if the parties agree upon appropriate MRCs and any OTCs to account for the decreased Initial Order Term for such additional Services. Spectrum agrees to include language within individual Service Orders that set forth the specific upgrade options available to the Customer during the Order Term.

SPECTRUM'S RESPONSE TO HASTINGS PUBLIC SCHOOLS

RFP for Hastings Public Schools Wide Area Network Circuits

Hastings Public Schools (hereafter "district"), with USAC BEN 138846, is accepting bids for Wide Area Network (WAN) connectivity for each building in the district. District egress from Hastings Middle School to the Internet via Network Nebraska is under a separate contract; therefore, the district desires to keep Hastings Middle School as the aggregation location for all HPS WAN connections.

Acknowledged.

Following is a table of district buildings and the **current** connectivity

BEN	**Building Name**	**Address (all are located in Hastings, NE 68901)**	**Current Usage (Mbps)**
79325	Alcott Elementary School	313 N Cedar Ave	300 Mbps
79321	Hawthorne Elementary School	2200 W 9th St	300 Mbps
79326	Lincoln Elementary School	720 S Franklin Ave	300 Mbps
79323	Longfellow Elementary School	828 N Hastings Ave	300 Mbps
79319	Watson Elementary School	1720 Crane Ave	300 Mbps
79324	Hastings Middle School	201 N Marian Rd	Separate 10G aggregation and Internet access circuits
79320	Hastings High School	1100 W 14th Street	1 Gbps
79320 annex	Learning Center	1106 W 18th St	500 Mbps
79322	Morton Early Learning Center	731 N Baltimore Ave	300 Mbps
17016674	District Office	1515 W 8th St	Combined with Morton

The district anticipates service being renewed at service levels similar to the current bandwidth, but desires pricing to accommodate expanded bandwidth.

Please review the Service Proposal for pricing, Initial Order Term, Service Location(s), bandwidth information, and service offering.

Please review the Upgrade Path clause in the Service Proposal.

- For each building with less than 1 Gbps, proposals should include bandwidth at the current level (or nearest available increment of the vendor's service that is above the current level) and at 1 Gbps.

Please review the Service Proposal for pricing, Initial Order Term, Service Location(s), bandwidth information, and service offering.

- Morton Early Learning Center and the District Office are on the same campus and share a single WAN connection. The district desires the service to be sold to the District Office in future contracts.

  Please review the Service Proposal for pricing, Initial Order Term, Service Location(s), bandwidth information, and service offering.

  Spectrum's proposal is based on the information provided herein and known to Spectrum at the time of bid submission. If Spectrum determines additional work is necessary to enable Spectrum to deliver the Services to the Service Location, Spectrum will notify Customer of any additional Service Charges in excess of the amounts previously specified in a quote or Service Order. If Customer does not agree to pay such Service Charges by executing a revised Service Order within five (5) business days of receiving the same, Customer and Spectrum shall each have the right to terminate the applicable Service Order.

- Hastings High School proposals should include 1 Gbps service and the vendor's choice of the next higher increment of service, such as 2 Gbps or 10 Gbps.

  Please review the Service Proposal for pricing, Initial Order Term, Service Location(s), bandwidth information, and service offering.

  Please review the Upgrade Path clause in the Service Proposal.

- Hastings Middle School, if a separate circuit is required, should be an aggregate of all district WAN bandwidth. Bandwidth on the aggregation circuit should not oversubscribe the total of all building bandwidth except that it should not exceed 10 Gbps.

  Please review the Service Proposal for pricing, Initial Order Term, Service Location(s), bandwidth information, and service offering.

  Currently Spectrum Ethernet services are not "QoS aware." Our current Ethernet service offerings provide the highest Ethernet service classification available to all of our customers – free of network congestion and with high availability, making network QoS unnecessary. All network traffic is treated with equal priority and the Spectrum network is not oversubscribed.

- Vendor may propose that buildings within close proximity of each other share or aggregate into a single connection, but such aggregation may be evaluated differently than dedicated connections.

  Please review the Service Proposal for pricing, Initial Order Term, Service Location(s), service offering, and bandwidth information. Special construction options, if applicable, are included in Spectrum's Service Proposal.

Spectrum's proposal is based on the information provided herein and known to Spectrum at the time of bid submission. If Spectrum determines additional work is necessary to enable Spectrum to deliver the Services to the Service Location, Spectrum will notify Customer of any additional Service Charges in excess of the amounts previously specified in a quote or Service Order. If Customer does not agree to pay such Service Charges by executing a revised Service Order within five (5) business days of receiving the same, Customer and Spectrum shall each have the right to terminate the applicable Service Order.

Spectrum's obligation is to provide Services to the Customer-accessible interface device or equipment installed by Spectrum at the Spectrum Network Demarcation Point ("Demarcation Point"), which is the point of interconnection between the Spectrum Equipment or other facilities and the wiring at the Service Location. Additional charges may be applicable to extend the Demarcation Point for any sites identified as a Type II Service Location.

Contract terms shall be not less than 36 months. The district will entertain longer terms and also desires that contract extensions, either annual or the same as the initial term, be made available within the guidelines of the E-rate program.

Please review the Service Proposal for pricing, Initial Order Term, Service Location(s), bandwidth information, and service offering.

Please review the contract extension clause in the Service Proposal.

For further information, contact:
Lawrence Tunks, Director of Technology
Hastings Public Schools
402-461-7500
lawrence.tunks@hpstigers.org

Acknowledged.

APPENDIX

- **Ethernet - Product Brief**
- **Ethernet - SLA**

PRODUCT BRIEF

Ethernet Services

Accelerate performance with a secure, reliable, private network

Organizations are modernizing their networks with new technologies, deploying cloud-first strategies, embracing multi-cloud connectivity and enabling hybrid networking to bring their IT strategy to life. As the WAN evolves, modern networking solutions, such as Ethernet, deliver the enhanced performance and security that enterprises demand.

With speeds up to 100 Gbps, our Ethernet Services provide secure, reliable connectivity to power applications and transfer data. Spectrum Business® for enterprise is a nationwide network partner that can connect your locations throughout the U.S., empowering you to leverage bandwidth-intensive applications and fortify business continuity plans. Seamlessly connect your network locations with confidence, backed by an end-to-end, 100% availability service-level agreement (SLA) all the way to the handoff point at your location.

Partner with an experienced provider that can put your organization's network modernization on the fast track. Committed to your success, our expert network engineers work with you to design a tailored solution. We provide you with a dedicated project manager to oversee seamless installation with 100%, 24/7/365 U.S.-based support, while a client services manager will ensure swift resolution of any issues. Furthermore, our portal gives you the network visibility required to ensure a positive experience for your organization.

Product highlights

High reliability

Accelerate the capabilities of your mission-critical applications with a dependable WAN or with a dependable private network.

Exceptional performance

Improve business productivity and the transport of time-sensitive data using your low-latency network.

Inherent security

Rely on your private Ethernet network to help reduce security and regulatory compliance risks or to isolate traffic.

Hybrid WAN integration

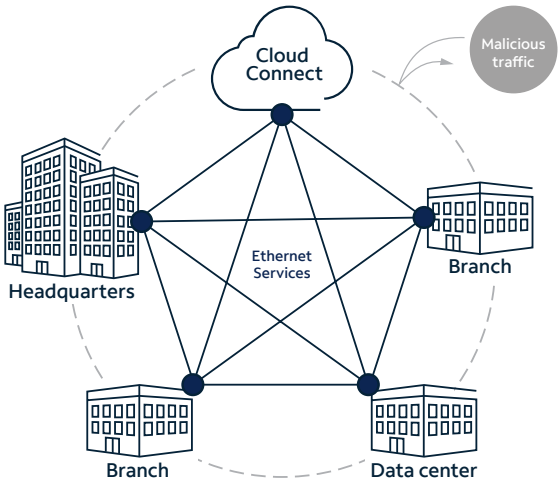
Integrate your data centers and mission-critical network locations with public and private clouds for a flexible, agile and high-performing hybrid SD-WAN.

Spectrum BUSINESS®

Scalable, secure connections linking your users, locations and the cloud

Spectrum Business Ethernet Services

Private WAN connectivity helps protect network locations from external threats, like DDoS attacks, while supporting low-latency and high-bandwidth applications.



Available services

- Cloud Connect: Extend your network with fast, secure and dependable private connections to cloud service providers with a service backed by an SLA that includes 100% uptime all the way to the handoff point at your location.
- Dedicated Fiber Internet: Achieve dedicated internet connectivity with symmetrical upload and download speeds, bandwidth up to 100 Gbps and backed by an SLA that includes 100% uptime all the way to the handoff point at your location.
- Secure Dedicated Fiber Internet: Connect with confidence when you integrate fast, dependable, dedicated fiber internet service with enterprise-level cybersecurity protection in one affordable and remarkably simple solution. The service is backed by a 100% uptime SLA all the way to the handoff point at your location.
- Enterprise Network Edge: Improve the network experience for your teams with an enterprise-grade managed solution that brings together connectivity, equipment and network management to support hybrid networks and workforces. Powered by Fortinet, the solution simplifies IT operations by providing networking with security features and optional integrated WiFi and switching in a multi-cloud-ready platform.
- Managed Network Edge: Simplify the deployment and management of your network with this modular, all-in-one solution. Delivered over the Cisco Meraki platform, Managed Network Edge offers security features, routing, SD-WAN, WiFi, switching, smart cameras and environmental sensors. Achieve flexibility and scalability with connectivity, equipment and network management from a single partner.
- Secure Access with Cisco Duo: Help protect your organization from unauthorized access to sensitive systems, regulatory violations and data loss that can disrupt your business. Capabilities that include multi-factor authentication and identity management allow IT to set access policies by user and device, regardless of location.
- Cloud Security with Cisco+ Secure Connect: Allow remote users to access cloud SaaS applications and the internet securely and directly without reliance on a traditional centralized or premises-based security solution. This feature-rich cloud-based security service includes secure web gateway, cloud access security broker, identity management, zero trust network access and more.

Learn more

enterprise.spectrum.com/Ethernet

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Spectrum BUSINESS®

Spectrum Business

Service Level Agreement for Enterprise Services: Ethernet

This Service Level Agreement ("SLA") for fiber-based Spectrum Business ("Spectrum") Ethernet Service and Spectrum Cloud Connect Service (individually the "Service" and collectively the "Services") is a part of, and hereby incorporated by reference into the Spectrum Business Agreement for Enterprise Services (including the terms and conditions, attachments, and Service Orders described therein, the "Service Agreement"). To the extent any provision of this SLA conflicts with the Service Agreement, this SLA shall control. Performance tier goals for the Services ("SLA Targets") are set forth in the tables below. Capitalized words used but not defined herein shall have the meanings assigned to them in the Service Agreement.

I. Priority Classifications and Definitions

Priority classifications for Service Disruptions and Service Degradations are described as follows:

Priority	Criteria
Priority 1	• Service Disruption resulting in a total loss of Service; or • Service Degradation to the point where Customer is unable to use the Service (each a "Priority 1 Outage")
Priority 2	• Service Degradation where Customer is able to use the Service
Priority 3	• A service issue that does not impact the Service; or • A single non-circuit specific quality of Service inquiry

As used in this SLA, the following terms have the meanings assigned below:

"Service Disruption" is defined as an outage, disruption, or degradation, other than an Excluded Disruption, that interferes with the ability of a Spectrum network to transmit and receive network traffic between Customer's Service Locations. The Service Disruption period begins on the earlier of (i) when Spectrum opens a trouble ticket in connection with a Service Disruption that Spectrum detects and verifies, or (ii) when Customer reports a Service Disruption by contacting Enterprise Technical Support, and Spectrum validates that the Service is affected and creates a corresponding trouble ticket. The Service Disruption ends when the affected Service has been restored.

"Service Degradation" means a degradation of the Service, such as failure of the Service to achieve the SLA Targets for Latency/Frame Delay, Jitter/Frame Delay Variation, or Packet Delivery.

"Excluded Disruptions" means (i) planned outages, (ii) routine or urgent maintenance, (iii) time when Spectrum is unable to gain access to Customer's Service Location to troubleshoot, repair or replace equipment or the Service, (iv) service problems resulting from acts or omissions of Customer or Customer's representatives or agents, (v) Customer equipment failures, (vi) Service issues for Cloud Connect Service beyond the Peering Point (vi) Customer does not release the Service for testing, and (viii) Force Majeure Events.

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II. SLA Targets for Ethernet and Cloud Connect Services

Spectrum Ethernet Services and Cloud Connect Peering Point SLA Targets [1]				
Performance Tier	**Metro** **0 – ≤ 155 miles[3]**	**Regional** **> 155 – ≤ 746 miles[3]**	**National[2]**	
			> 746 – ≤ 1,500 miles[3]	**> 1,500 miles[3]**
Service Availability	100%	100%	100%	100%
MTTR	4 hrs.	4 hrs.	4 hrs.	4 hrs.
Latency	≤ 10ms	≤ 25ms	≤ 60ms	≤ 95ms
Packet Delivery	≥ 99.99%	≥ 99.99%	≥ 99.99%	≥ 99.99%
Jitter	≤ 1ms	≤ 4ms	≤ 8ms	≤ 8ms

[1] Measured as described below.

[2] Notwithstanding the table above, for Service Locations that require use of a third-party service provider to deliver the Services, the SLA Targets shall be those reflected in the National > 1,500 miles column regardless of fiber route distance.

[3] Refers to the length of the actual fiber route.

Ethernet Service SLA Targets are measured end to end (i.e. from any two applicable Customer edge devices or network interface devices ("NID") at the Service Location) at the individual circuit or Service level, and any applicable credits are issued only for the affected circuit or Service (the "Affected Service").

The Cloud Connect Service SLA Target for Service Availability is measured between Spectrum's NID located at Customer's Service Location and the point of physical handoff of the Service to the cloud service provider's cloud peering point ("Peering Point").

III. SLA Calculations

1. Service Availability

"Service Availability" is calculated as the total number of minutes in a calendar month, less the number of minutes in the calendar month that the Service is unavailable due to a Priority 1 Outage ("Downtime"), with such difference divided by the total number of minutes in the calendar month, and expressed as a percentage.

Service Availability per calendar month is calculated as follows:

$$\textbf{Service Availability} = \frac{\textbf{Total number of minutes in the calendar month – Downtime}}{\textbf{Total number of minutes in a calendar month}} \times 100$$

2. Mean Time to Restore (MTTR)

The MTTR SLA Target is applicable to Priority 1 Outages and is measured each calendar month as the average time for Spectrum to restore Priority 1 Outages, calculated as the cumulative length of time it takes Spectrum to restore a Service following a Priority 1 Outage divided by the corresponding number of trouble tickets for Priority 1 Outages opened during the respective calendar month for the Service.

MTTR per calendar month is calculated as follows:

$$\textbf{Mean Time to Restore} = \frac{\textbf{Cumulative length of time to restore Priority 1 Outage(s) per Service in the calendar month}}{\textbf{Total number of Priority 1 Outage trouble tickets per Service in the calendar month}}$$

3. Latency/Frame Delay

Latency or Frame Delay is the average roundtrip network delay, measured every five (5) minutes during a calendar month (except during an Excluded Disruption), to adequately determine a consistent average monthly performance level for frame delay for each Service. The roundtrip delay is expressed in milliseconds (ms).

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Latency/Frame Delay is calculated as follows:

Latency or Frame Delay Average (ms) =	**Sum of the roundtrip delay measurements for a Service in the calendar month / Total number of measurements for a Service in the calendar month**

4. Packet Delivery

Packet Delivery is defined as the percentage of frames that are successfully received compared to the total frames that are sent in a calendar month (except during an Excluded Disruption). The percentage calculation is based on frames that are transmitted from a network origination point and received at a network destination point.

Packet Delivery is calculated as follows:

Packet Delivery (%) =	**Number of frames delivered in the calendar month / Total frames sent in the calendar month**	**X 100**

5. Jitter/Frame Delay Variation

Jitter or Frame Delay Variation is defined as the variation in delay for two consecutive frames that are transmitted (one way) from a network origination point and received at a network destination point. Spectrum measures a sample set of frames every five (5) minutes during a calendar month (except during an Excluded Disruption), and determines the average delay between consecutive frames within each sample set. The monthly Jitter/Frame Delay Variation is calculated as the average of all of the frame delay variation measurements during such calendar month and is expressed in milliseconds (ms).

Jitter or Frame Delay Variation is calculated as follows:

Jitter or Frame Delay Variation Average (ms) =	**Sum of the Frame Delay Variation measurements for a Service in the calendar month / Total number of measurements for a Service in the calendar month**

IV. Remedies

1. Service Credits

If a Service fails to satisfy the SLA Targets during any calendar month and Customer is in compliance with the terms of the Service Agreement and this SLA, then Customer may request credit equal to the corresponding percentage of the monthly recurring charges ("MRC") for the Affected Service as set forth in the tables below. Any credit to be applied will be offset against any amounts due from Customer to Spectrum in the billing cycle following the date Spectrum makes its credit determination. Credit requests must be submitted to Spectrum within thirty (30) days of the calendar month in which the SLA Target was missed. Spectrum will exercise commercially reasonable efforts to respond to such credit requests within 30 days of receipt thereof.

Service Availability Credits		
Downtime		**Credit**
> 0	< 1 hour	10% of MRC
≥ 1 hour	< 2 hours	20% of MRC
≥ 2 hours	< 4 hours	30% of MRC
≥ 4 hours	< 8 hours	40% of MRC
≥ 8 hours	< 12 hours	50% of MRC
≥ 12 hours	< 16 hours	80% of MRC
≥ 16 hours		100%

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Mean Time To Restore ("MTTR") Credits		Latency/Frame Delay (Roundtrip) Credit	Jitter/Frame Delay Variation Credit	Packet Delivery Credit
MTTR > 4 hours < 8 hours	40% of MRC	50% of MRC	50% of MRC	50% of MRC
MTTR ≥ 8 hours	50% of MRC			

All SLA Targets are monthly measurements, and Customer may request only one credit per SLA Target per month for the Affected Service. Should one event impact more than one SLA hereunder, Customer shall receive the single highest of the qualifying credits only. Service Credits hereunder shall not be cumulative per Service. The aggregate credit amount due to Customer in any month will not exceed 100% of the MRC for the Affected Service. Except as set forth below, the credits described in this SLA shall constitute Customer's sole and exclusive remedy, and Spectrum's sole and exclusive liability, with respect to any missed SLA Targets.

2. Chronic Priority 1 Outages

If Customer experiences and reports three (3) separate Priority 1 Outages where the Downtime exceeds four (4) hours during each Priority 1 Outage within three (3) consecutive calendar months, then Customer may terminate the Affected Service without charge or liability by providing at least thirty (30) days written notice to Spectrum; provided, however, that (i) Customer may only terminate the Affected Service; (ii) Customer must exercise its right to terminate the Affected Service by providing written notice to Spectrum within thirty (30) days after the event giving rise to Customer's termination right; (iii) Customer shall have paid Spectrum all amounts due at the time of such termination for all Services provided by Spectrum pursuant to the Service Agreement, and (iv) the foregoing termination right provides the sole and exclusive remedy of Customer and the sole and exclusive liability of Spectrum for chronic Priority 1 Outages and Customer shall not be eligible for any additional credits.

V. Network Maintenance

Maintenance Notice:
Customer understands that from time to time Spectrum will perform network maintenance for network improvements and preventive maintenance. In some cases Spectrum will need to perform urgent network maintenance, which will usually be conducted within the routine maintenance windows. Spectrum will use reasonable efforts to provide advance notice of the approximate time, duration, and reason for any urgent maintenance outside of the routine maintenance windows.

Maintenance Windows:
Routine maintenance may be performed Monday – Friday 12 a.m. – 6 a.m. local time.

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vero™ NETWORKS

Speed You Can Believe In.

An opportunity to upgrade the District's connectivity infrastructure so that every student can take advantage of the promise of the digital learning platform Hastings Public School District provides.

470 # 260011278

January 15, 2026
Prepared for Lawrence Tunks
Director of Technology and Operations
402-461-7500
lawrence.tunks@hpstigers.org

HASTINGS
PUBLIC SCHOOLS

Jan 15, 2026

Lawrence Tunks,
Director of Technology and Operations
Hastings Public School District
1515 W 8th Street
Hastings, NE 68901

Subject: Response to RFP 470 # 260011278

Dear Mr. Tunks,

Hastings Public School District can focus on the use of technology to support student learning by selecting a network provider like Vero Fiber Networks, which specializes in providing school districts with a Dedicated Private Fiber Network.

By selecting Vero, Hastings Public School District will gain access to proven capabilities in creating best-in-class private networks, including:

- An experienced team with the knowledge and hands-on experience from deploying E-Rate compliant fiber networks to more than 160 School Districts in 18 states;
- Competitive pricing with long term cost savings;
- Technically superior solution offering 99.999% reliability and no bandwidth throttling;
- A forever solution with zero-cost upgrades as your bandwidth needs increase;
- Dedicated technical support available 24/7;
- 100% Guaranteed service reliability or it's free;
- Employee owned company that cares about building a long term relationship with the District.

For ease of evaluation, the structure of our proposal precisely mirrors your bid request. If you require any additional information or clarification of any of the elements of our proposal, please call me on (303) 800-8231, or email at jnelson@veronetworks.com.

Sincerely,
Josh Nelson
VP, Network Services

vero NETWORKS

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Executive Summary

Vero offers a secure, no risk, cost-effective solution that will seamlessly provide more bandwidth as your requirements increase at no additional cost.

Our No-Risk, High Reward Solution

Vero offers a solution that is 100% compliant with the District's requirements. Our solution is to construct a new dedicated private fiber network connecting all district sites with dedicated fiber optic cables. We offer unlimited bandwidth starting at 1 to 100 Gbps with 100% service performance guarantee or it's free.

Why Select Vero to Provide your Dedicated Private Fiber Network?

Vero has an excellent history of successfully building and managing similar networks for school districts using E-Rate funding. If you select Vero, we will build a robust, reliable network that will meet your needs for decades to come. Vero builds dozens of similar sized networks each year in support of E-Rate and has extensive K-12 experience. We provide assurance of our capability in our References section, feel free to contact any of them.

The Right Size Company to Perform and Ensure Satisfaction

Vero is an employee owned and managed company with over 500 highly skilled employees focused on operating reliable networks. Our size means we have the capabilities to perform for Hastings Public School District, yet small enough to know and care about our customers.

Key Differentiators of the Vero Solution

The Vero Difference – we offer peace of mind that you have selected the right network and the right network provider with the following guarantees.

Full Price Transparency– Guaranteed	**The real price of a network includes the cost of adding bandwidth to accommodate future growth.** Our Dedicated Private Fiber Network is much more cost effective than a shared network as we do not charge for increased bandwidth and we do not extend your contract for any upgrades
99.999% Network Reliability– Guaranteed	**Our dedicated fiber optic network is so well designed that we offer a 99.999% uptime guarantee**. A Private Fiber Network removes common points of failure–additional switches, routers, connectors and other devices prone to failure, power outages, misconfigurations, and human error. We will credit 100% of the monthly MRC for the impacted link if we do not meet the service

	level agreement at any time.
Secure & Speedy Network– Guaranteed	**A Dedicated Private Fiber Network 100% dedicated to your organization.** Your data is not intermingled with any other network traffic–meaning no bandwidth throttling or added security risks.
A Team with the Experience and Dedication to Exceed Your Expectations– Guaranteed	**Vero's employee owners specialize in building private fiber networks for school districts with E-Rate Category One funding.** Our customer-centric business approach means that you always have access to dedicated representatives who understand your school district, can answer your questions, and resolve any issues quickly.

Benefits of a Vero Dedicated Private Fiber Network

Vero provides Leased Lit Fiber and Leased Dark Fiber solutions using a Private Fiber Network to meet your preferred connectivity requirements. A Private Fiber Network is fairly unique in the industry and provides many advantages over traditional solutions, including reliability, speed, scalability, and security at a much lower cost.

What is a Private Fiber Network?

A Private Fiber Network is a dedicated fiber network that connects your end sites to your hub site. Unlike most solutions from Cable or Phone companies, your network is 100% dedicated to you and is not shared with other customers.

Why is a Private Fiber Network Better?

There are numerous reasons why a Private Fiber Network is superior to a shared and oversubscribed network. **Six key reasons why you should consider Vero's solution**:

1) **Reliability.** ***A Private Fiber Network*** *removes common points of failure.* Our solution eliminates additional switches, routers, connectors and other devices prone to failure, power outages, misconfigurations and human error.

2) **Speed.** ***A Private Fiber Network*** *eliminates bottlenecks. Our solution does not share bandwidth with any other customer.* Most networks support multiple customers, meaning a usage spike from one customer impacts all other customers. Shared networks are engineered to "typical" network traffic and don't easily adapt to shifts in usage.

3) **Scalability.** ***A Private Fiber Network*** *is scalable, usually at no cost.* If your equipment can handle additional bandwidth, a simple upgrade to site optics is all that is necessary. Shared Networks require upgrading/replacing Carrier equipment at your site and usually upgrading equipment throughout their network.

4) **Control.** ***You are in complete control*** *of all network parameters.* If desired, the District can have control access to all equipment providing the service.

5) **Security**. *Dedicated fiber and equipment means your network is never shared or interconnected with other customers.* A separate network is far more secure.

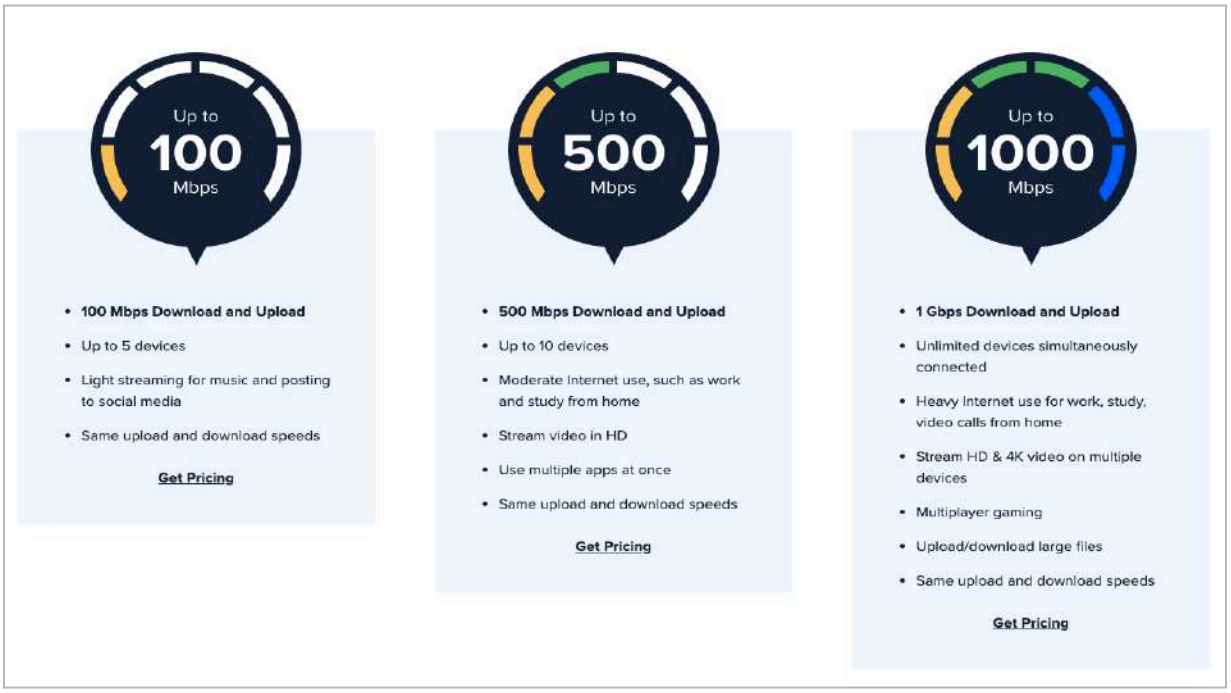
6) **Costs.** *Private Fiber Networks are much more cost effective than a shared network;* especially when considering the 10 to 20 year forecast for increased bandwidth needs and future upgrades.

A New Benefit to the Community

Residential and Business Services & Affordable Connectivity Program

Once established in a community, Vero can offer high speed service to additional customers including residences, small businesses, healthcare, and local government. This service provides reliable and affordable fiber internet access services to communities that have previously been ignored. This leapfrog in technology from cable to fiber provides internet access to homes, enabling increased abilities for online learning, work from home, and collaboration with extended friends and family that may not have been available previously.

An important aspect of Vero's residential internet offering is our participation in the **Affordable Connectivity Program**. This program offers free and discounted internet services to families in the community *who need it most*. As you know, many students depend upon these types of services to be able to do their school work.



Affordable Connectivity Program Options. Vero's giving back to the community includes offering affordable high-speed internet service to communities that may not have had reliable broadband service previously.

Experience and Qualifications

The Vero Networks Story

Vero was launched in 2017 by Matt Erickson, John Real, and Zach Nebergall. After building tens of thousands of miles of new fiber optic networks and with more than 100 years of combined experience, they started Vero Networks to focus on bringing critically needed fiber networks to schools and their students. Vero specializes in building private fiber networks for school districts with E-Rate Category One funding.

A unique part of Vero's story is that the company is owned by its management team and employees. The company has grown to over 560 employees and over $135 million in revenue. If selected by Hastings Public School District, our management team will personally be making a financial investment in the community, unlike our competitors who do so with Wall Street investor money and have no long term incentives to ensure the District's happiness.

Vero is dedicated to helping students benefit from vital technological infrastructure. We aim to do this through *four* key activities:

1. Providing essential bandwidth infrastructure to schools and libraries by connecting district locations with fiber optic cable that provides reliable, scalable, and secure connectivity.
2. Enabling educational organizations to deploy digital educational tools and resources in a very cost-effective manner.
3. Partnering with technologists with a similar mission to foster a more robust community aimed at enhancing the K-12 education experience in the USA.
4. Offer fast and reliable Fiber Internet services to the broader community

Vero has continuously maintained FCC Green Light Status since inception.

Senior Management Team

The Vero team has an extensive background in building and operating fiber network companies. The management team has decades of experience operating internet infrastructure companies for some of the most demanding bandwidth customers.

Matt Erickson - Co-Founder and Chairman. Prior to Vero, Matt was COO and part of the senior executive team that founded Zayo (NYSE: ZAYO). While COO, Matt oversaw most of Zayo's day-to-day business operations, including the integration of 30 businesses and the construction of over 17,000 route miles of new network. Prior to Zayo, Matt was a Vice President at Level 3 Communications. Matt earned a B.S. (Summa Cum Laude with Honors) in Accounting from Colorado State University.

Pam Moore - CEO of Vero Networks. Before joining Vero, Pam was Principal/Owner of a consulting company that advised clients on fiber and data center transactions. Previously, Pam served 8 years at Zayo Group, in leadership roles in the Ethernet, Long Haul Dark Fiber and data center business units. She has held management roles at ICG and Level 3 Communications. Pam has a BSBA in Finance from the University of Denver and an MBA from Regis University.

Greg Friedman - CFO of Vero Networks. Greg was previously EVP at Zayo Group where he managed the datacenter businesses. Prior to that, Greg held various executive and management roles at Zayo, Level 3 Communications, Deloitte, and Capgemini. He received a BS from the University of Pennsylvania and an MBA from the Wharton School.

John Real - Co-founder and EVP of Sales and Marketing. Prior to Vero Networks, John spent over 7 years at Zayo holding various executive roles, charged with leading sales and support for school district networks. Before Zayo, John spent 3 years as CEO of VoicePipe, an internet and telephony provider that was acquired by Zayo in 2007. John started his telecom career at ICG Communications.

Mary White - SVP of E-Rate Vertical. Prior to joining Vero Networks, Mary worked on the Dark Fiber Product Management team at Zayo Group and as the VP of Fiber Infrastructure at Velocity Fiber. She has been involved in building and operating fiber networks in the E-Rate space for over 10 years.

Josh Nelson - VP of Network Services. Josh's career in telecommunications spans over 20 years, touching virtually all facets of the business including network management, design, engineering, construction, and business development. Josh has played a pivotal role in the completion and implementation of 100s of wide area networks across the US.

Experienced Project Team

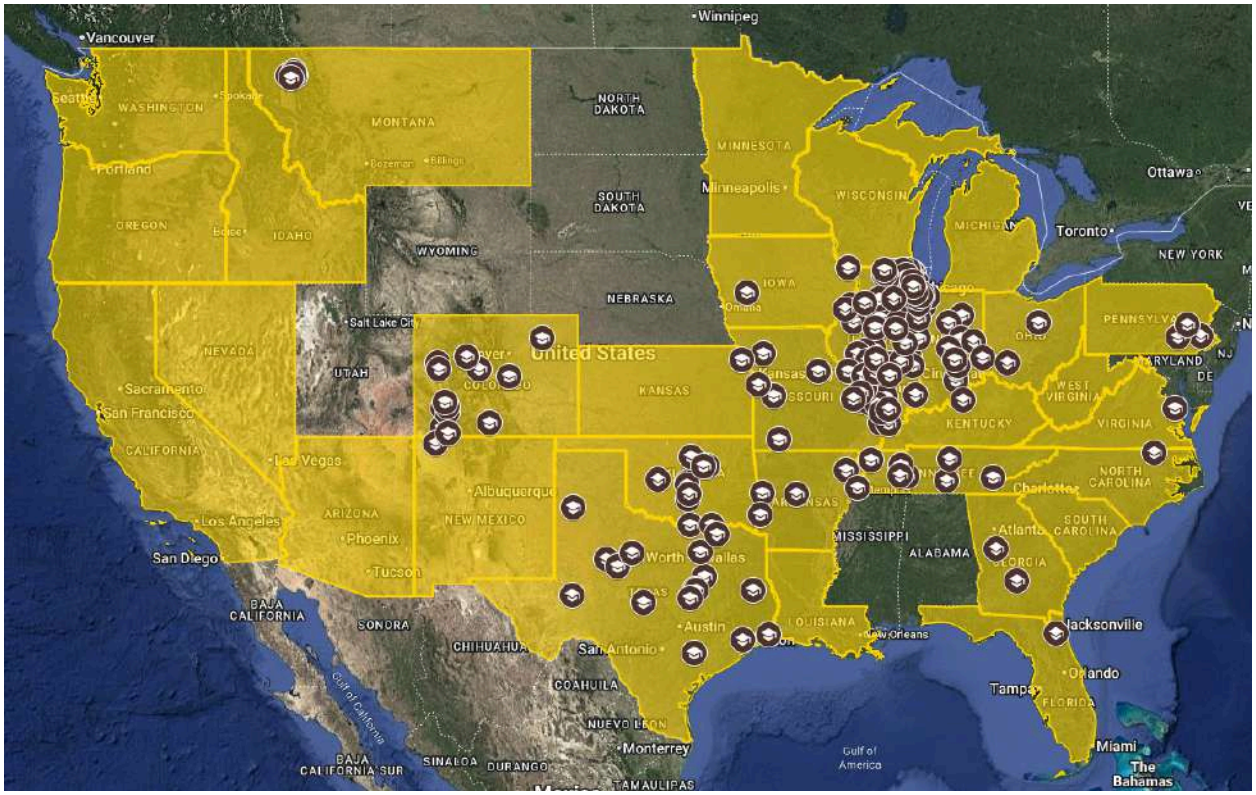
Highly experienced team with the knowledge to deploy your network

At Vero, each new project is assigned a highly qualified and experienced team to ensure a successful project. Here we provide a list of the key project team members who will deliver your network, along with a summary of their qualifications and experience.

Team	Position / Responsibilities	Key Qualifications and Experience
Carla Willits	**Director of Operations** Overall management and operation of E-Rate construction projects	Carla brings extensive expertise in fiber implementation and project management, having successfully deployed over 200 miles of network nationwide in both rural and urban areas. Since joining Vero, she has contributed to its development, maintaining high standards of customer satisfaction while ensuring operational excellence.
Paul Hornick	**Senior Project Manager** Management of project lifecycle including, scope, time and budget	Paul is a project manager with 18+ years in telecom/construction that is experienced in leading cross-functional teams and managing full project lifecycles. He ensures scope, schedule, and budget alignment while delivering superior customer experiences through collaboration and clear communication.
Diane Lipa	**Project Manager** Management of project timeline and budget	Diane has several years of experience in construction management. She is the primary point of contact between the school district and construction teams in the field.
Kevin Milne	**Chief Operating Officer (COO)** Overall supervision of construction, project management, network operations, and fiber engineering functions	Kevin graduated from Penn State with an MBA in Operations Management. His early career at IBM focused on Semiconductor manufacturing, while the last 15 years has been in Telecommunications. He held senior leadership roles at Comcast and Google Fiber, where he led teams of up to 650 people focused on service delivery, network expansion, process optimization, and project excellence.
Neil Bryan	**Director of District Network Services** Network consultation, design, and implementation based on District needs	Neil brings more than 24 years of networking experience to his position, including extensive experience with school district LAN/WAN and Internet Access Circuits. Previously, Neil provided network engineering and support to over 160 school districts as a Director of Technology Solutions and Network Manager.

Customer References and Case Studies

160+ School Districts Use Vero Networks



Arkansas
Cossatot River Sch Dist
Jonesboro School District
Mansfield School District
Marion School District
Perryville School District 7

Colorado
Alamosa School Dist Re 11 J
Brush School District R E 2 J
Durango School District 9-R
Eagle Co School Dist Re 50 J
Eagle Valley Library District
Garfield County Sch Dist 16
Lake County School Dist R 1
Plateau Valley School Dist 50
Ridgway School District R-2
Silverton Public Library
Silverton School District 1
Telluride School District R 1
Woodland Park Sch Dist Re 2

Florida
Clay County District Schools

Georgia
Pike County School District
Wilcox County School Dist

Illinois
Abingdon-Avon CUSD 276
Anna CCSD 37
Annawan CUSD 226
Beecher CUSD 200 U
Bismarck School District 1
Brookwood Sch Dist 167
Bunker Hill USD 8
Calhoun Comm USD 40
Carlinville CUSD Dist
Channahon School District 17
Charleston School District 1
Christopher USD 99
Community CSD 093
Community High SD 117
Community USD 002
De Soto Consol Sch Dist 86
Dolton East Sch District 149
Donovan CUSD 3
Downers Grove Sch Dist 58
East Dubuque Sch Dist 119
Elmhurst CUSD 205
Elverado C U School Dist 196
Evanston Township HSD 202
Franklin Park Sch Dist 84

Gurnee School District 56
Harlem School District 122
Harvard School District 50
Hillsboro SD 3
Homer School District 33C
Hoover-Schrum MSD 157
Jacksonville School Dist 117
Kirby SD 140
La Moille CUSD 303
Lemont-Bromberek CSD 113a
Libertyville Elem SD 70
Litchfield Comm Unit Dist 12
Lowpoint-Washburn CUD 21
Martinsville CUSD 3 C
Mattoon Sch Dist 2
Mercer County SD 404
Millstadt CSD 160
Morton CUSD 709
N Chicago CUSD 187
North Mac CUSD 34
O'Fallon School District 90
O'Fallon High SD 203
Oak Lawn-Hometown SD 123
Oakland CU School District 5
Pinckneyville School Dist 50
Pleasant Plains CU District 8
Prairie Ctrl Unit Sch Dist 8
Queen Bee School District 16
Rantoul City Schools Dist 137
Red Bud School District 132
Richmond-Burton Nippersink Consortium
Ridgeview CUSD 19
River Trails Sch Dist 26
Rockford School District 205
Rockton Sch Dist 40
Shelbyville CUSD 4
Sherrard CSD 200
South Fork SD 14
South Holland SD 151
Sparta School District 140
St Elmo CUSD 202
Sunnybrook SD 171
Troy SD 30-C
Urbana SD 116
Vienna High School
Wabash CSD 348
Wauconda CUD 118
West Chicago Elem SD 33
West Frankfort CUSD 168
Williamsville School Dist 15
Woodlawn CUSD 209

Indiana
Brownstown Cent CSC
Clark Pleasant CSC
Edinburgh CSC
Elwood CSC
Lake Station CSC
Liberty-Perry School Corp
Logansport CSC
Manchester Comm Schools
Traders Point Christian Schs
Tri-Creek School Corporation
Union County-College Corner Jt Sch Dist
Whiting City School District

Iowa
Audubon Comm SD

Kansas
Atchison Unif Sch Dist 409

Kentucky
Jefferson County Public Sch

Missouri
Cameron R-I School District
Caruthersville School Dist 18
Clinton School District
Crane School District R 3
Dunklin R-5 School District
Mexico School District 59
Raymore-Peculiar SD R2

Montana
Cayuse Prairie Sch Dist 10
Columbia Falls Sch Dist 6
Deer Park School District 2
Fair-Mont-Egan Sch Dist 3
Kalispell School District 5
Stillwater Christian School
West Valley Elem Sch Dist

North Carolina
Weldon City School District

New Mexico
Farmington MSD 5

Ohio
Mansfield City SD
Wilmington City Schools

Oklahoma
Calera Indep School Dist 48
Cushing Public Schools
Drumright ISD 39
Maysville ISD
Moore Public Schools
Perry Indep School District 1
Purcell Public Schools
Santa Fe South Schools, Inc.
Stillwater Indep Sch Dist 16
Turner ISD 5
Weatherford SD 26

Pennsylvania
Boyertown Area Sch District
Palmyra Area School District
Pottsville Area Sch District

Tennessee
Bedford County Sch District
Decatur County Sch District
Huntingdon Special SD
Lebanon Special SD
Lexington City Elem SD
Sweetwater City SD

Texas
Blooming Grove ISD
Bonham ISD
Brady Indep School District
Carrollton-Farmers Br SD
Channelview School District
Connally ISD
Crane Indep School District
Dimmitt ISD
La Vega Indep Sch District
Moody Indep School District
Nacogdoches Indep Sch Dist
Nederland ISD
Snyder Indep School District
Stamford Indep Sch District
Sweetwater ISD
Yoakum Indep School District

Virginia
Richmond County SD

Customer References

Proven Team. The Vero Fiber Networks team has a successful track record of constructing and operating networks for K-12 schools, hospitals, universities as well as federal and other government entities. Vero has built and operates fiber networks that provide service to over 160 School Districts in 18 States.

Proven Technology. We encourage you to talk with the people below about how they have transitioned their networks from shared and complicated systems to a private fiber network. Ask about reliability, cost savings, and how easy it is to work with us.

Reference Name	Quick Statement	Contact
Matt Wilder *Technology Director/Tech Teacher* Audubon Community School District **Audubon, IA**	"The transition to Vero Fiber was so easy. Our network has been completely reliable and incredibly fast. The internet at our bus barn and pressbox has been awesome since it was installed!"	Matt Wilder mwilder@audubon.k12.ia.us 402-681-4672
Monroe Pointer or Michael Summers Jonesboro School District **Jonesboro, AR**	"I want to say how much I appreciate you and your team. You've shown us great support and efforts to ensure Jonesboro Schools are taken care of. And for that we are grateful!"	Michael Summers michael.summers@jonesboroschools.net Monroe Pointer monroe.pointer@jonesboroschools.net
Wayne Smith *IT Director* Caruthersville School District 18 **Caruthersville, MO**	"Vero has been instrumental in helping us develop an incredibly fast network that will solve our needs for decades to come"	Wayne Smith wsmith@cps18.org 573-333-6100 x1008
Brian Crittenden Santa Fe South Schools **Oklahoma City, OK**	"This new dedicated network will change how we do things significantly. All schools now have the potential for unlimited bandwidth when we need it."	Brian Crittenden bcrittenden@santafesouth.org 405-601-2639
Anthony Montelongo *District IT Director* Dimmitt ISD **Dimmitt, TX**	"We've had a noticeably faster and more reliable network since switching to Vero. This allows us to focus on our mission, not our connectivity."	Anthony Montelongo anthony.montelongo@dimmittisd.net 806.647.3101 ext. 7100

Recent Successful Deployments

More than 160 school districts across the country have selected Vero to upgrade and implement private fiber networks since 2017.

Decades of Experience. Vero's leadership team has been building and operating Wide Area Networks for decades. We have been helping school systems like yours upgrade and implement private fiber networks since 2017. Vero has built and currently operates fiber networks for more than 160 school districts in 18 states. (See the map on page 8 for all our school districts.)

Success Stories on Similar Projects. We provide a brief description of similar projects here, including network size, sites, and speed.

School District	Network Details
Stillwater Independent School District Stillwater, OK	**Network Sites:** 16 sites **Network Size:** 22.1 miles **Speed:** 10 Gbps Ring Network
Mansfield City School District Mansfield, OH	**Network Sites:** 11 sites **Network Size:** 10.83 miles **Speed:** 11 Gbps Network
Raymore Peculiar School District Peculiar, MO	**Network Sites:** 10 sites **Network Size:** 26.5 miles **Speed:** 10 Gbps Ring Network
Cushing Public Schools Cushing, OK	**Network Sites:** 4 sites **Network Size:** 3.75 miles **Speed:** 25 Gbps Network

Technical Solution

Our solution brings reliable and dependable network access that is 100% dedicated to your organization–meaning no bandwidth throttling or security risks.

Network Overview

Details of a Dedicated Private Fiber Network. A Dedicated Private Fiber Network is a network that is only used by one customer and no other customers use the same fibers or equipment. This network design brings the reliability and dependability of a private network to Hastings Public School District that had only been available to large companies in the past. It provides an alternative to using shared Ethernet networks for traffic between the District's locations, and is ***perfect for organizations who want to protect their data from hackers.***

Circuits Proposed. Vero is proposing a leased lit fiber solution in either a cost effective hub and spoke configuration or a resilient ring solution as illustrated in the network diagram on the next page. The hub and spoke solution consists of 8 individual circuits from the end sites back to the hub site at Hastings Middle School. The ring solution consists of 16 individual circuits with each end site connecting back to the hub site from 2 diverse routes. Each circuit has a capacity of 1 Gbps up to 100 Gbps, depending upon the District's equipment. For the hub and spoke solution, the total available bandwidth at 10 Gbps per circuit is 80 Gbps at the hub site. For a ring solution, the total available bandwidth at the hub site is 160 Gbps.

Most providers offer circuits that are oversubscribed, meaning that the handoff at the hub site does not equal the sum of all of the individual circuits. Our proposed network supports either a **layer 2 switched** configuration or a **layer 3 routed** topology. The Vero network engineering team has extensive experience in designing networks and will work with the District's team to engineer and implement a solution that best fits the District's needs.

100% Dedicated Network. Unlike other providers—including the District's current provider—that use a shared network to deliver bandwidth to its customers, Vero will deploy a network over fiber-optic cable and equipment that is 100% dedicated to Hastings Public School District. Vero will construct, own, operate, and maintain this robust network for use by the District throughout the life of the network (>20 Years). The District will be able to bypass shared and congested networks and will not ever be affected by other customers' network traffic.

Site Specifications. At each site, Vero will construct a **12-count single mode fiber cable** into the building to the District's desired location. Vero uses single mode fiber optic cable (SMF-28e) with fusion splices to connect fiber cable creating one continuous fiber connection from the end site to the hub site. In the telecommunications room of each site, fibers are terminated with a fusion splice to a Fiber Termination Panel that can be either wall or rack mounted. The fiber is then connected to the District's equipment using a fiber optic patch cable. If the District selects a Leased Lit Solution, Vero will provide the optronics (SFP pluggables or similar) compatible with the District's equipment. In addition to the equipment needed to turn up the service, Vero provides on-site spares to aid in a quick repair in the event of an equipment failure.

Network Design Compatibility. Our network design is compatible with all current manufacturers of network equipment including Cisco, HP, Aruba, Juniper, Extreme Networks, Ruckus, Fortinet, Ciena, and others. Given the network is 100% dedicated fiber it will also be able to support new future technologies that may be developed.

Free Speed Upgrades. Free speed upgrades are included with Vero's proposal at any time during the contract. Within 48-hours' notice, Vero will ship new optical interfaces to upgrade the District's network at any time during the contract at ***no additional cost or contract extension***.

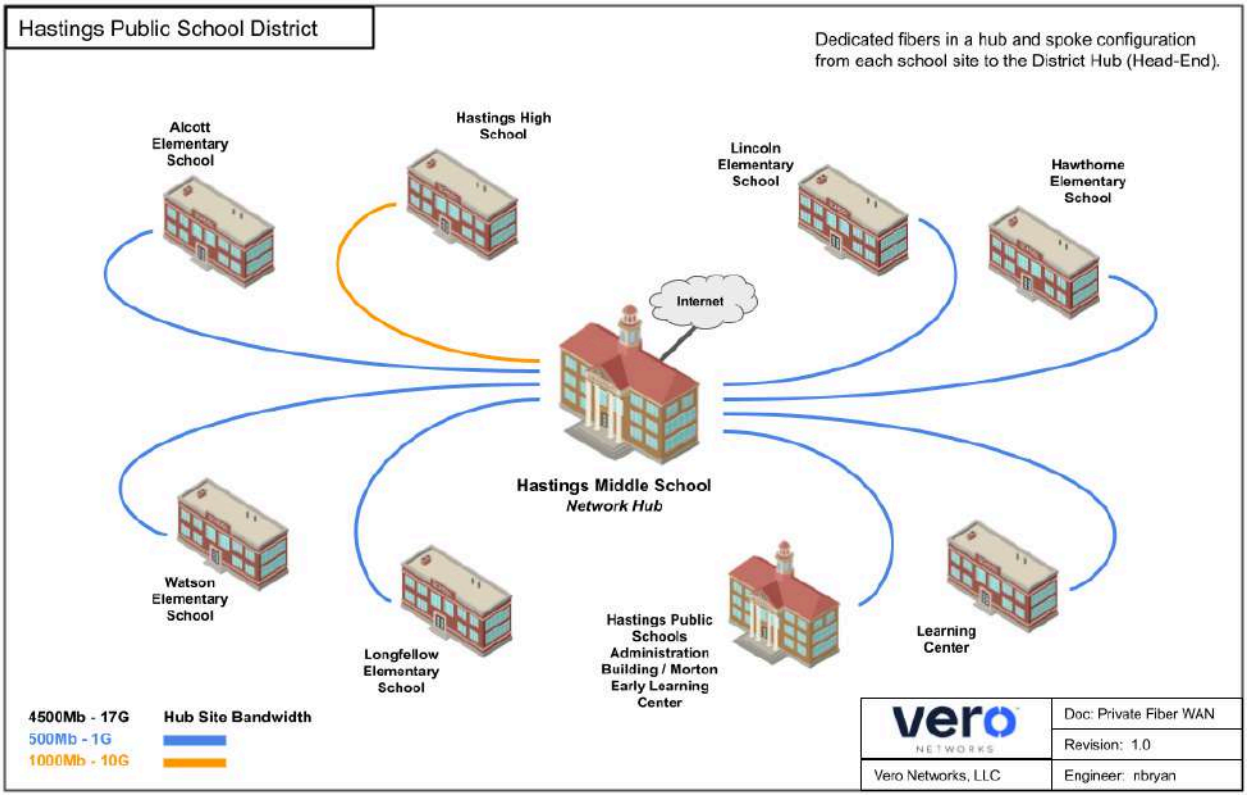
Full Control. Through Vero's private fiber solution, the District has complete control of L2 / L3 functionality and is not limited by traditional "Ethernet Network" policies.

Examples of L2 functions are Encapsulation, Frame synchronization, Logical link control (Error & Flow control), Media access control (MAC, LAN switching, Physical addressing, QaS, VLANs).

Examples of L3 functions are Packet forwarding, Routing, and managing QoS.

Hub and Spoke Network Design

Our design offers the most scalable and reliable network in the market today.

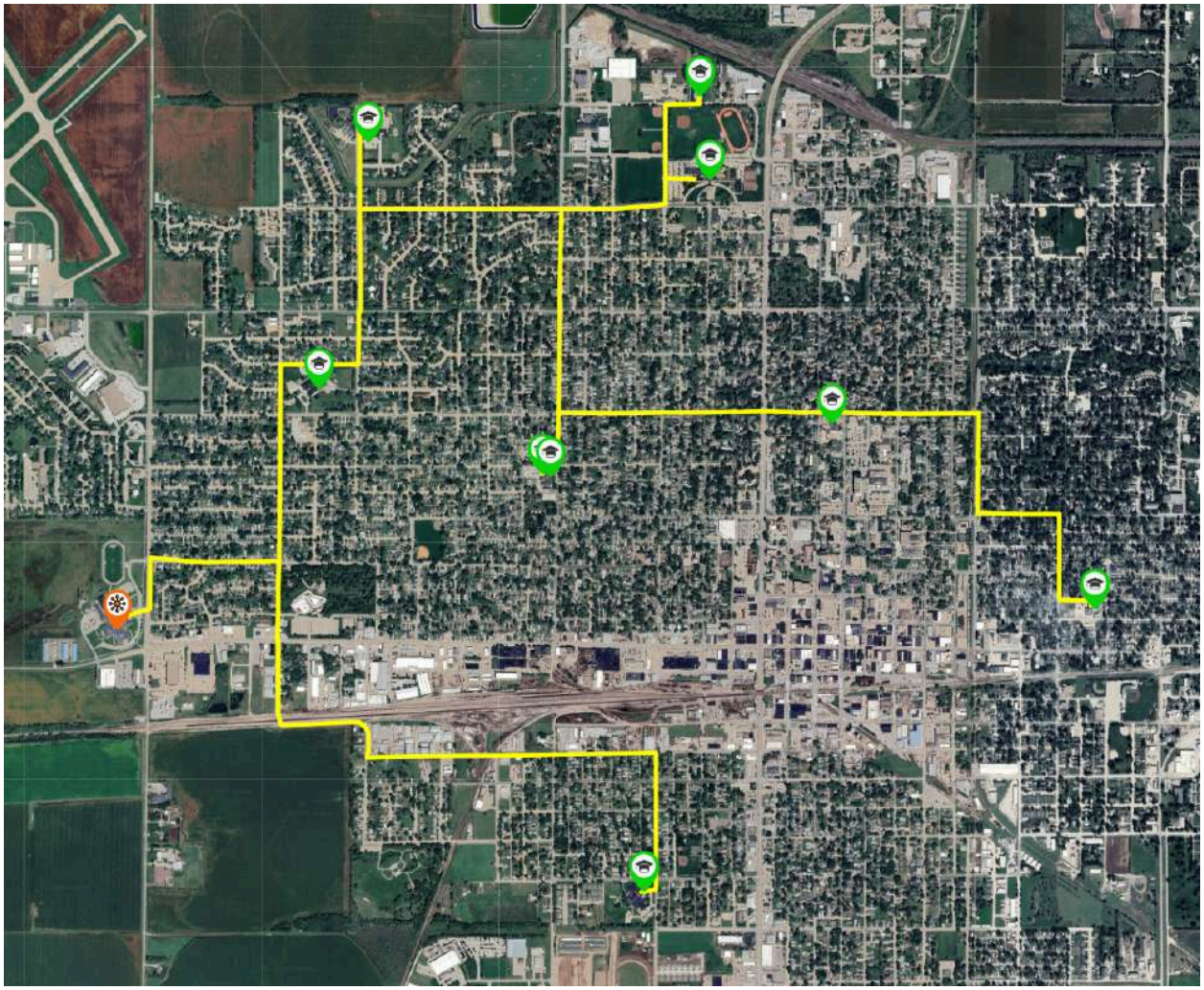


- Dedicated fibers in a hub and spoke configuration from each school site to the District Hub (Head-End)
- Maximum Total Bandwidth at Hub Site: 17 Gbps
- Maximum Bandwidth at each Site: 1 Gbps to 10 Gbps

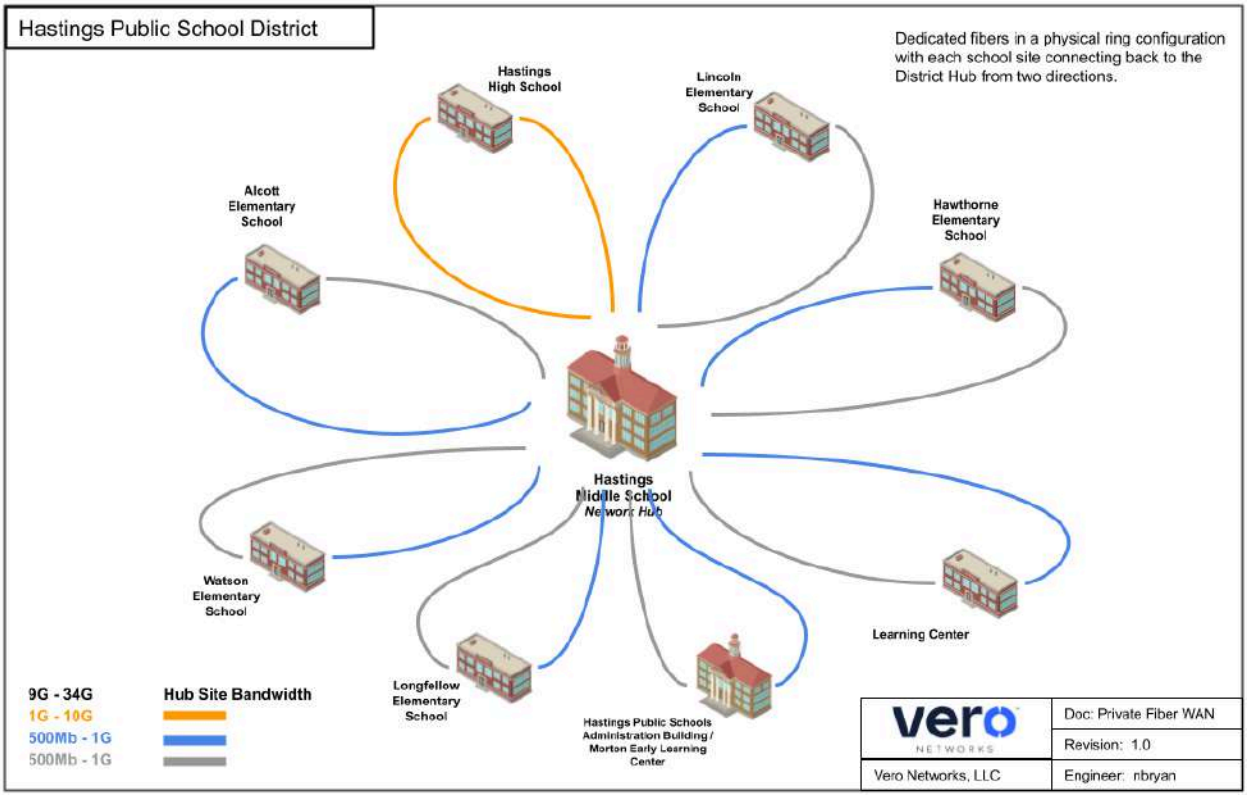
Additional HUB Sites

Vero offers the option for the District to add an additional hub site with another internet connection to their network. Having multiple internet connections protects the District from outages from the Internet Access provider, equipment failure and facility outages such as power failures. This optional configuration can be added at any time during the contract term.

Hub and Spoke Network Physical Routes

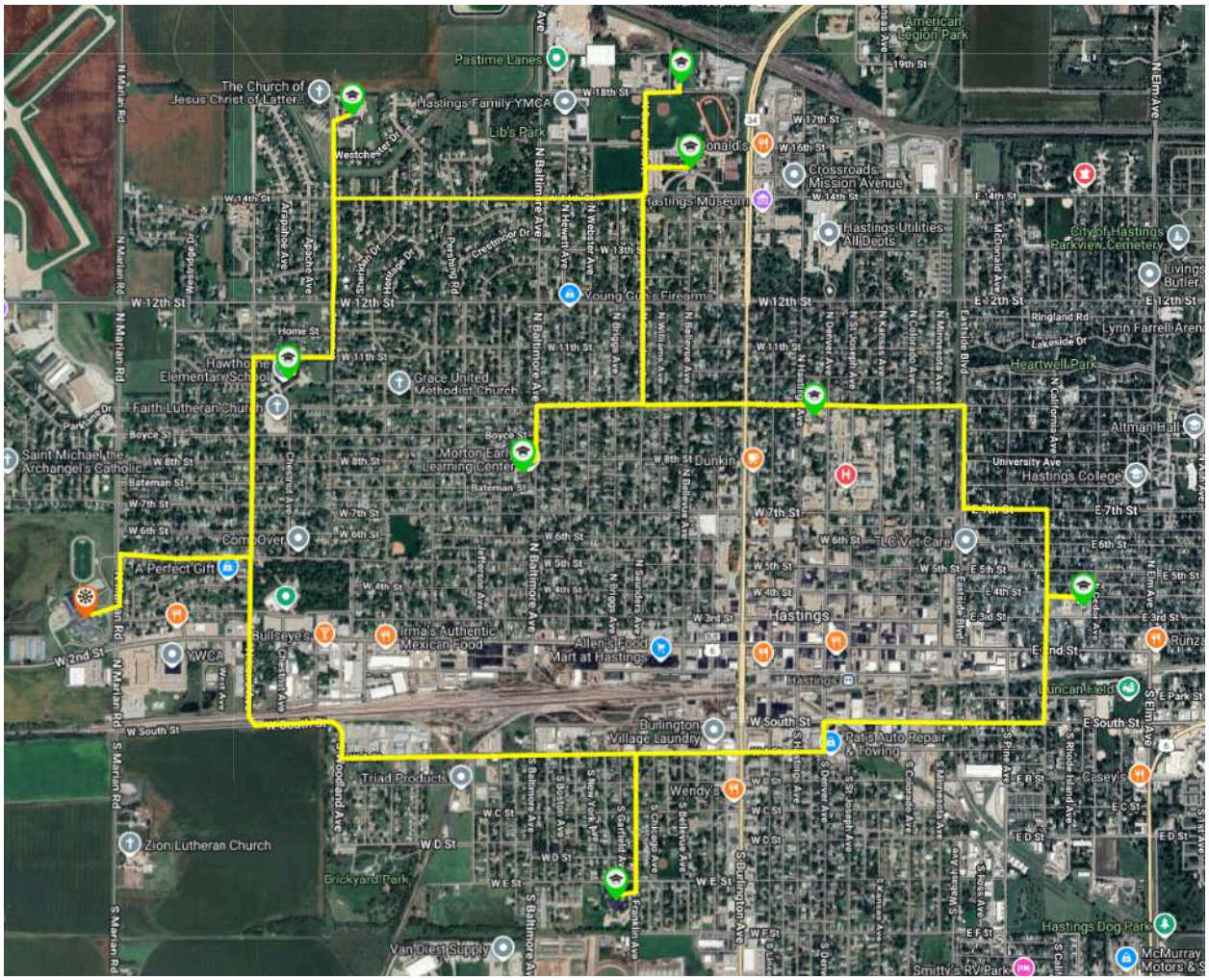


Ring Network Design



- Dedicated fibers in a physical ring configuration with each school site connecting back to the District Hub from two directions.
- Maximum Total Bandwidth at Hub Site: 34 Gbps
- Maximum Bandwidth at each Site: 2 Gbps to 20 Gbps

Ring Network Physical Routes



Circuit Specifications

Site	Hub Site	Suggested Speed	Maximum Speed*	Fiber Count
Alcott Elementary School	Hastings Middle School	10 Gbps	100 Gbps	12 Fibers
Hastings High School	Hastings Middle School	10 Gbps	100 Gbps	12 Fibers
Hastings Public Schools Administration Building / Morton Early Learning Center	Hastings Middle School	10 Gbps	100 Gbps	12 Fibers
Hawthorne Elementary School	Hastings Middle School	10 Gbps	100 Gbps	12 Fibers
Learning Center	Hastings Middle School	10 Gbps	100 Gbps	12 Fibers
Lincoln Elementary School	Hastings Middle School	10 Gbps	100 Gbps	12 Fibers
Longfellow Elementary School	Hastings Middle School	10 Gbps	100 Gbps	12 Fibers
Watson Elementary School	Hastings Middle School	10 Gbps	100 Gbps	12 Fibers
	Total	**80 Gbps**	**800 Gbps**	

- Upgrades up to 100 Gbps at no additional charge. 100 Gbps is used for illustrative purposes given limitations of most WAN equipment today.

vero NETWORKS

100% Service Performance Guarantee

Our network is so well designed that we offer a 99.999% uptime guarantee.

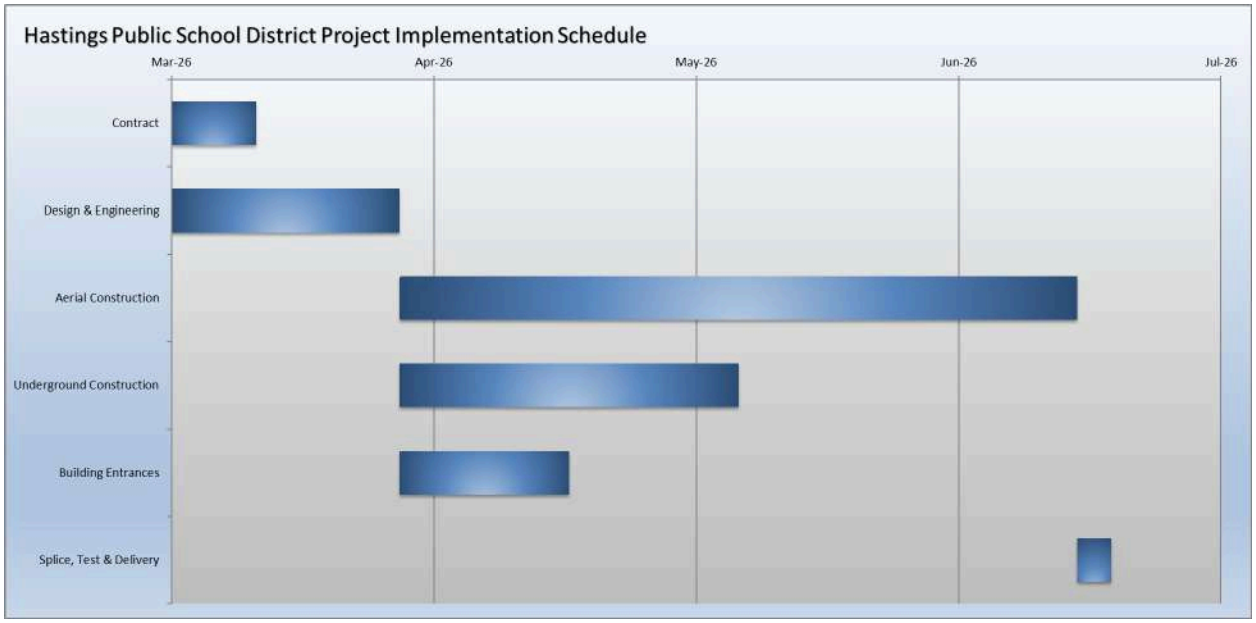
Network Statistic	VERO Fiber Networks Service Performance Guarantee
Availability	**99.999% Uptime** Vero proposes a custom built network that is designed for maximum uptime and performance. Vero's design is hyper efficient both in terms of network path as well as points of failure.
Latency	**<2 ms per link** Amazingly fast because the Vero solution doesn't add unnecessary physical network distance or equipment; latency is only limited by the speed of light through fiber.
Packet Loss	**Virtually Zero (<0.25%)** Packet loss is most often experienced in congested networks (content is arriving at a greater rate than it can be sent by a router). Vero provides home run circuits from the head-end location to each end site location so there are no areas that are subject to bottleneck situations.
Jitter	**Virtually Zero (<1ms)** Jitter is caused when some packets are queued or delayed in the network while others are not. The Vero solution provides the full channel bandwidth and no queuing will ever be introduced as the District gets its own dedicated fiber paths.
Throughput	**Full Rate** Because there are no shared or common elements in the Vero solution, the District gets the full bandwidth it has ordered. 10G ordered = 10G delivered at all times.
SLA Remedies	**100% Guaranteed** Failure to meet relevant SLAs above will result in a credit equal to 100% of the month's MRC associated with the impacted link.

Implementation Plan

This section provides an overarching vision of our approach to Fiber Network Construction and the District's involvement.

Timeline

Vero will be constructing a new fiber optic network for Hastings Public School District and we expect the project will be complete by July 1, 2026.



Implementation Detail

You might be thinking that a construction project is complicated, time consuming, and full of challenges. We want to assure you that Vero specializes in constructing and operating new Private Fiber Networks and we are up for the challenge. A project of this nature might surprise you how quickly it can be completed and how long the District will be able to benefit from this work.

Project Ownership. Vero will completely own the entire project from start to finish with no involvement needed from the District other than when we are constructing facilities on the District's property.

Frequent Status Updates. We will provide a weekly report detailing the project progress and ask for meetings when we need the District's engagement. Of course, we welcome the opportunity to keep you informed via progress meetings as desired. We recommend weekly meetings as we approach the end of the project to coordinate activation with the District.

Four Phases of Deployment

- **Network Design**
  - Field study to inform engineering
  - Meeting with municipalities about upcoming projects
  - Engineering and filing for permits
  - Obtaining special permits and Rights of Way (DOT, railroads, bridges)
- **Construction**
  - Underground construction
  - Building entries
  - Aerial construction
  - Special crossings (railroads, bridges, interstates)
- **Fiber Installation**
  - Fiber placement
  - Fiber splicing
  - Testing/turn-up
- **Launch**
  - Equipment installation and testing
  - System activation

Project Phases Detail

Phase 1 - Network Design

Engineering. During this phase, we will survey the entire route and optimize the route design for latency and speed of deployment. From this survey, the team will determine routing and complete aerial and underground engineering in preparation for the application/permit submittal process and construction. We will also conduct site visits to each school location to confirm building entrances and internal requirements. At this stage, we also identify all long lead time segments such as DOT, water, and railroad crossings and prioritize those segments in the process.

Permitting. As a public utility provider, we will submit permits to all of the necessary Right of Way (ROW) authorities such as cities, counties and highway departments. In addition, we will apply for any long lead time permits early in the process, such as Railroads and Water crossings.

Phase 2 - Construction

Underground. Vero's preference is to build as much of the network as possible underground. Vero will obtain all necessary ROW agreements, traffic control, and other

special permits for completing underground construction. We will commence placement of conduit and fiber in the approved ROW as soon as permits are secured.

Building Entrances. Vero Fiber Networks will complete construction of building entrances on the District's private property at a time that best suits the operational needs of the District, typically after hours, on weekends, and during school breaks. When available Vero will use existing telecommunications entrances to the building to minimize disruption to school property.

Aerial. Where underground construction is not permissible or feasible, Vero will obtain necessary pole attachment agreements that include "make ready" requirements for attaching fiber optic cables to the poles. In some cases, a secondary pole attachment agreement with a local phone service provider or Cable TV company may be required. During the make ready phase, we will complete any pole load/reinforcement modifications and coordinate with existing pole tenants as to timing of fiber placement. Once the make ready is complete in accordance with the pole attachment agreement(s), we will place fiber on the designated running lines.

Phase 3 - Fiber Installation
Fiber Placement and Splicing. After the conduit is placed, fiber is pulled through the conduit using mule tape. Fiber is then fusion spliced at intersection points and enclosed in a splice case. At the end of fiber cables connections are also made using fusion splices and splice enclosures.

Testing. Upon completion of the fiber placement, all fiber connections will be spliced and each segment will be fully tested (bi-directional OTDR testing), i.e., the endpoint user equipment at the end locations will be installed and tested back to the head-end site and vice versa to ensure the integrity and ability of the completed fiber link to deliver the intended services.

Phase 4 - Launch
System Activation. Existing services will be replaced on a per site basis once the head-end location is operational and all OTDR and equipment testing is complete. A "cut over" time will be established with the District for each site as it comes online. The 'turn up time,' once advance work has been completed, is literally minutes as we work with the District to remove the current WAN to LAN connection and replace it with the new WAN connection and jumper.

Vero's network engineers are available to assist the District with configuration changes to the District's equipment.

Vero Fiber Networks will work with the District to minimize interruption with normal school hours and to perform this work after hours or on weekends if so desired by the District.

Project Management Process and Tools

Our project management process and technology streamlines communication and de-risks project schedules by highlighting issues & corrective actions before they cause delay.

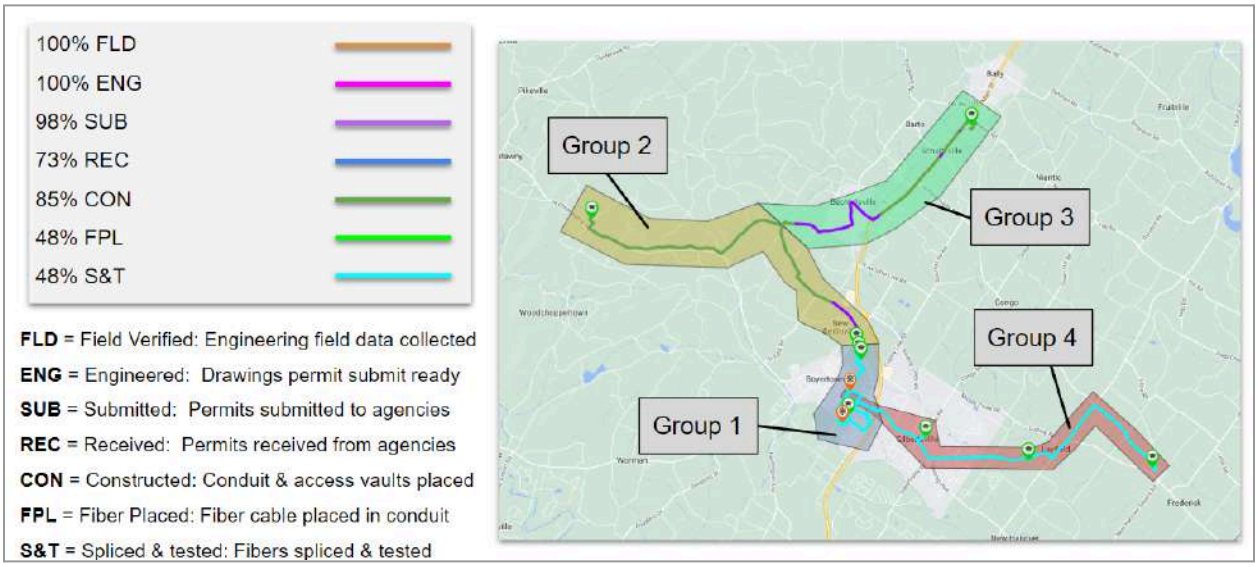
Vero Fiber Networks uses custom developed cloud-based project management tools to manage fiber network deployments. The application is centered around the fiber routes and necessary permits and construction details for each route.

As the project progresses, the information is updated real-time in the system and the progress is visually represented on the map. All of the information is also broken down into footage and percentage complete and summarized in table format.

Project milestones, tasks, issues, and all vendor updates are managed in real-time through our cloud platform. Our project management process and technology streamlines communication and de-risks project schedules by highlighting issues & corrective actions before they cause delay.

Below is an example of the weekly updates and segment milestones report.

Weekly Update



Segment Milestones

Segment Group 2	Footage	Ft. %	FLD	FLD %	ENG	ENG %	SUB	SUB %	REC	REC %	CON	CON %
City	5,589	48.29 %	5,589	100.00 %	5,589	100.00 %	5,589	100.00 %	0	0.00 %	0	0.00 %
County	3,652	31.55 %	3,652	100.00 %	3,652	100.00 %	3,652	100.00 %	3,652	100.00 %	3,652	100.00 %
Private Property	2,333	20.16 %	2,333	100.00 %	2,333	100.00 %	2,333	100.00 %	1,864	79.90 %	226	9.69 %
Total	**11,574**		**11,574**	**100.00 %**	**11,574**	**100.00 %**	**11,574**	**100.00 %**	**5,516**	**47.66 %**	**3,878**	**33.51 %**

vero NETWORKS

Pricing Considerations

Vero prices its service to be the industry leader at any capacity.

The Universal Service Administrative Company requires applicants to evaluate proposals and use price as the primary factor.

When comparing the cost-effectiveness of the fiber service offerings, the expected useful life of the asset is a key consideration when comparing the combined upfront and recurring costs.

In order to compare the cost-effectiveness of fiber service offerings, it is critical to calculate the total costs over the useful life of the service. A new fiber network is expected to have a lifetime of 20 years or more. Given the long useful life and ability to upgrade a private fiber network, applicants should determine a defensible period of time for comparison.

Determining cost per unit: Applicants should determine cost per megabit based upon the actual maximum throughput. For example, a service provider is proposing ten 1 Gig circuits from the remote sites with 5 Gig handoff at the hub site for $2,000 a month, the **price per megabit is $0.40** ($2,000 / 5,000 bits = $0.40).

In this case, because Vero includes any speed for the same price, we will use the industry standard of 10 Gigs. Vero's pricing would be for ten 10 Gig circuits with 100 Gig handoff at $2,000 per month. Vero's **price per megabit would be $0.02** ($2,000 / 100,000 bits = $0.02). Using this example, the Applicant could normalize the costs to get a true comparison.

Applicants should then identify a specific and comprehensive total cost for each of the responsive proposals received.

Once that is done, applicants should divide the total cost for each option by the number of years in their comparison period to determine annual cost. Compare that annual cost against the annual cost of other responsive proposals received over the duration of the defensible time period. From this comparison, applicants should provide documentation of their findings to their reviewer via EPC with a narrative that summarizes the logic of the comparison. Presenting comprehensive comparison data is an important piece of the cost-effectiveness review process. By providing detailed information it helps the reviewers assess the validity of the cost-effectiveness of a solution more efficiently.

Finally, applicants should score on an apples to apples basis. They should be prepared to explain any assumptions made, such as how they set their comparison period, and cost for Network Equipment for leased dark fiber or self-provisioned fiber and any equipment refresh needs.

Pricing: Leased Lit Fiber - Hub and Spoke Solution
Speed: 300 Mbps – 10 Gbps per location

Below you'll find the total monthly price for all of your requested locations.

Option 1: 3 Year without Special Construction

	Special Construction	Monthly
Total Charges	$ 0	$ 9,405
E-Rate Discount (80%)	$ -	$ 7,524
After E-Rate Discount(s)	**$ -**	**$ 1,881**

*Lowest Corresponding Price (LCP)**

Includes voluntary renewal options

Option 2: 5 Year without Special Construction

	Special Construction	Monthly
Total Charges	$ 0	$ 8,730
E-Rate Discount (80%)	$ -	$ 6,984
After E-Rate Discount(s)	**$ -**	**$ 1,746**

*Lowest Corresponding Price (LCP)**

Includes voluntary renewal options

Option 3: 3 or 5 Year with Special Construction

	Special Construction	Monthly
Total Charges	$ 890,459	$ 3,240
E-Rate Discount (80%)	$ 712,367	$ 2,592
After E-Rate Discount(s)	**$ 178,092**	**$ 648**

*Lowest Corresponding Price (LCP)**

Includes voluntary renewal options

* Lowest Corresponding Pricing (LCP) above is for a Private Fiber Network solution including dedicated fibers in a home run configuration from the District Hub to each school/end site. All school laterals are constructed with at least 12 fibers to simplify future expansion. Additionally, the District can upgrade at any time to a faster speed for no additional monthly cost. Such upgrades shall not require a contract extension.
* Voluntary renewals are at the District's sole discretion and are intended to provide guaranteed costs with unlimited bandwidth for the next 20 years.
* If the Special Construction pricing option is elected by the District, Vero will allow the District to select installation payment option over 48 months for the District's portion of Special Construction costs.
* Taxes and fees are not included in the above monthly price. Taxes will be minimized as much as possible in coordination with the District.

Pricing: Leased Lit Fiber - Ring Solution
Speed: 300 Mbps - 10 Gbps per location

Below you'll find the total monthly price for all of your requested locations.

Option 1: 3 Year without Special Construction

	Special Construction	Monthly
Total Charges	$ 0	$ 11,205
E-Rate Discount (80%)	$ -	$ 8,964
After E-Rate Discount(s)	**$ -**	**$ 2,241**

*Lowest Corresponding Price (LCP)**
Includes voluntary renewal options

Option 2: 5 Year without Special Construction

	Special Construction	Monthly
Total Charges	$ 0	$ 10,305
E-Rate Discount (80%)	$ -	$ 8,244
After E-Rate Discount(s)	**$ -**	**$ 2,061**

*Lowest Corresponding Price (LCP)**
Includes voluntary renewal options

Option 3: 3 or 5 Year with Special Construction

	Special Construction	Monthly
Total Charges	$ 1,055,627	$ 3,780
E-Rate Discount (80%)	$ 844,501	$ 3,024
After E-Rate Discount(s)	**$ 211,125**	**$ 756**

*Lowest Corresponding Price (LCP)**

Includes voluntary renewal options

* Lowest Corresponding Pricing (LCP) above is for a Private Fiber Network solution including dedicated fibers in a home run configuration from the District Hub to each school/end site. All school laterals are constructed with at least 12 fibers to simplify future expansion. Additionally, the District can upgrade at any time to a faster speed for no additional monthly cost. Such upgrades shall not require a contract extension.
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* Taxes and fees are not included in the above monthly price. Taxes will be minimized as much as possible in coordination with the District.

Special Construction

Unique opportunity to build new Internet Infrastructure in your community and lower your operating costs for the long term.

Long-Term Cost Savings

The E-Rate Special Construction program offers an opportunity to both improve the internet infrastructure for the District as well as reduce and fix your bandwidth costs for decades. It is safe to assume that connectivity needs will increase in the coming years and transitioning to a private fiber network with unlimited bandwidth will dramatically reduce the cost per megabit and continue to decrease with speed upgrades.

Vero Special Construction Experience

The District will benefit from working with a service provider that has vast special construction experience for an expedited and easy USAC approval. Most delays and denials are due to service providers that are unfamiliar with the information that is required or are unwilling to share the detailed cost information required. Vero has completed many Special Construction projects over the years and will be instrumental in navigating the process.

Vero 100% E-Rate Approval Rate

Our School District customers have received 100% approval on Special Construction applications. We like to think that the process has been easy and pain free in part due to the preparation we put into the information required for the application and PIA review process. Having detailed information prepared in the format required in advance of the application is key to successfully getting funded.

Detailed USAC / E-Rate Information

As mentioned above, USAC has very specific requirements on breaking out the cost of the project including detailed cost components and alternatives considered. Vero prepares this information in advance of the District submitting a 471.

Operations and Maintenance

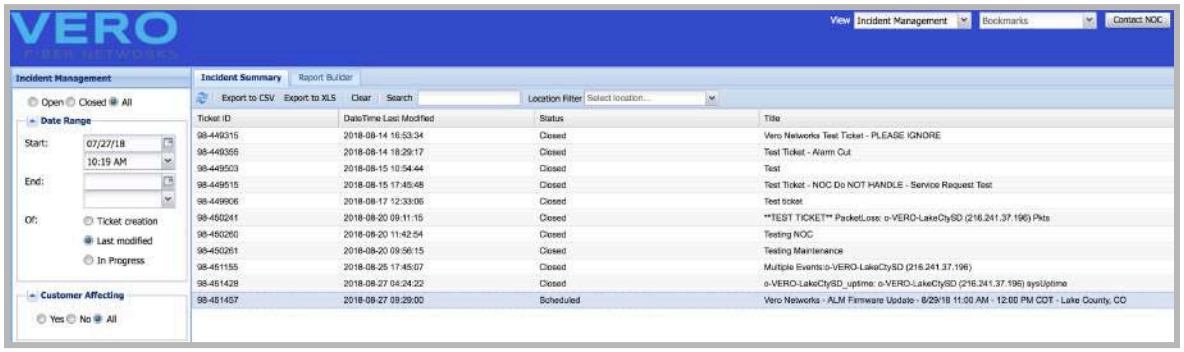
Our around the clock NOC ensures your network is actively managed.

Network Operations Center (NOC)

Vero's NOC monitors a wide array of metrics to ensure our networks are providing a flawless experience for our school district customers. The NOC provides proactive monitoring and is available 24x7x365 to address network concerns.

We provide a few samples of the metrics our NOC monitors.

NOC Dashboard - used for day-to-day monitoring of network health.



NOC Ticket Summary - used to understand trends and to diagnose and eliminate issues.

NOC Ticket Detail - used to manage individual issues for rapid repair and provide updates.

Priority Trouble Reporting

Unlike large, national companies serving 100,000+ of customers, Vero will never route your technical support call through offshore call centers repeatedly asking you to upgrade and reboot all your devices. At Vero, you are speaking to a true network Engineer within a matter of minutes who is working to isolate the trouble and dispatch technicians as quickly as possible.

Vero's Network Operation Center is available 24x7x365.

Executive Contact List for Priority Customers

Your satisfaction is our primary goal. Please use the following list of contacts to bring any concerns to our attention.

ESCALATION POINT OF CONTACT	DIRECT PHONE NUMBER
Direct Tier 2 Network Operations Center	1-800-691-VERO (8376) Option 3
Network Operations Manager	Chris Rogers / 918-218-9100
Director - Network Operations	Ken Korte / 630-808-7081
COO	Kevin Milne / 719-648-5459
CEO	Pamela Moore / 720-270-4926

Included Operations and Maintenance Procedures

As part of the pricing included in this proposal, all of the following operations and maintenance procedures are provided at ZERO incremental cost to the District.

Vero will work with Hastings Public School District to minimize interruptions during normal school hours and to perform maintenance after hours or on weekends at the District's request.

24x7x365 Network Operations Center
Vero's Network Operations Center is available 24x7x365 to address network concerns. NOC contact information will be provided.

Local Sparing of Network Modules
In the unlikely event of a module failure, we will spare additional module units at the District's hub location to enable replacement units to be swapped in quickly.

Emergency Maintenance SLA of Two Hours
Outside plant failures, while rare, are treated on an individual case basis due to the complexity and multiple non-Vero controlled factors (i.e., storms, pole damage, cable cuts, accidents). Our emergency maintenance service level agreement (SLA) guarantees that our locally-based Outside Plant (OSP) contractors will be on-site within 2 hours. We guarantee availability of WAN services will exceed 99.999% uptime.

Summary

We challenge you to compare the status quo with upgrading to the benefits of a Vero Private Fiber Networks.

Experience
The Vero Fiber Networks team has extensive experience building and operating Private Fiber Networks and working through the complexities of the E-Rate process. Further, the team has spent the majority of their careers supporting customers running mission critical applications (e.g. financial services, hospitals, trading and brokerage firms and the largest wireless carriers). Downtime for these firms can result in lost customers, lost revenue and major business disruptions. As such, service availability is a key part of our operational DNA.

Forever Network
Vero is confident that a Private Fiber Network will support Hastings Public School District's connectivity needs for many decades to come. So much so that we will commit to any and all speed upgrades throughout the contract for no additional cost AND provide a money back guarantee that our service will be 100% available without interruption or it's free.

Contact Us!

Please reach out to us to learn more about our company, our services and experience supporting school districts just like Hastings Public School District.

Bid Tabulation											
Hastings Public Schools WAN											
Due Date:	USAC (E-rate) rules: Cannot accept agreement for 28 days after bid opens, may accept new bids up until decision / contract										
Requirements:	Wide Area Network, service not less than current to each building, aggregation at Hastings Middle School										
Current pricing:	$5,200.00	/mo before E-rate		$1,040.00	/mo after 80% E-rate						
Current service speeds, 60 month											
Vendor	Elementary (x5)	HS	MS	Admin	Learning Center	District Total (mo)	After E-rate (mo)	District total (contract)			
	300 Mbps	1 Gbps	10 Gbps	300 Mbps	500 Mbps						
Allo	$440.00	$630.00	$0.00	$440.00	$515.00	$3,785.00	$757.00	$227,100.00			
Spectrum*	$590.00	$670.00	$1,000.00	$590.00	$590.00	$5,800.00	$1,160.00	$348,000.00			
Vero			$8,730.00			$8,730.00	$1,746.00	$523,800.00			
* 500 Mbps minimum											
1G service everywhere, 60 month											
Vendor	Buildings (8)	Aggregation				(mo)	(mo)	(contract)			
Allo	$630.00	$0.00				$5,040.00	$1,008.00	$302,400.00	budget neutral with upgraded service		
Spectrum	$670.00	$1,000.00				$6,360.00	$1,272.00	$381,600.00			
Vero		$8,730.00				$8,730.00	$1,746.00	$523,800.00			
Using the current service speeds, Allo with a 60-month agreement is the lowest monthly cost.											
With upgraded speeds, Allo service is still budget-neutral from the 2025-26 budget year.											
Speed upgrades are allowed during the term of the agreement.											

Rutt's
HEATING & A/C INC.
SHEET METAL
1001 W 1st St
Hastings NE 68901

Proposal

Date	Estimate #
2/26/2026	20771

Name / Address / Phone Number

Hastings Public Schools
1515 West 8th Street
Hastings, NE 68901

Hawthorne Office

We hereby submit specifications for:

Project: Hawthorne Office

Smart Multi System with the following:
1- MXZ-SM42NLHZ R-454B Smart-Multi Hyper Heat Outdoor Unit 42MBH
1- PEFY-L18NMAU-A R-454B Ceiling Concealed Ducted Indoor Unit 18MBH
1- PEFY-L12NMAU-A R-454B Ceiling Concealed Ducted Indoor Unit 12MBH
1- PLFY-EL12NEMU-A R-454B 3x3 4-Way Cassette 12MBH
1- FBM2-1-A-FILTER BOX FOR THE PEFY-PXXMNAU
1- FBM2-3-A-FILTER BOX FOR THE PEFY-PXXMNAU
1- PLP-41EAEU 3x3 Ceiling Cassette iSee Panel
1- CMY-Y64-G-E-CITY MULTI-CONNECTOR (4 BRANCH)
1- Hail Guard for HP
2- CN24RELAY-KIT-CM3 CN24 Relay Kit (Field Installed)
3- TAC-YT53CRAU-J Simple MA Controller (Field Installed)
2 - Electric Duct Heaters (1 - 1.5 KW and 1 - 3.5 KW)
Refrigeration Piping
Demo Existing Units
Sheetmetal
Tying into existing control system
Duct Insulation
Condensate Drain Piping
Labor
Project Management

The following items are not included: Sales tax and Electrical Wiring.

	Total	**$33,920.00**

Note: This proposal may be withdrawn if not accepted within 45 days. If payment made by credit card exceeds $1000.00, add 2% to the total amount due.

Authorized Signature _____

Acceptance of Proposal Signature _____

STONEBROOK EXTERIOR

8905 Cornhusker Hwy
Lincoln, Nebraska 68507

+1 402 438 5559
www.stonebrookexterior.com

Proposal

March 17, 2026

Project: Hastings Public Schools - Multiple
Location: Hastings, NE
Prepared for: Matt Griess

Prepared by: Tana Smith
Business Development Manager
tanas@stonebrookexterior.com

Hastings High School

BASE BID: BALLASTED EPDM ROOFING (North Roof)
Johns Manville EPDM membrane roofing system, including;

- JM 60-mil EPDM membrane (black) – ***Ballasted***
- 24-gauge steel custom shop fabricated edge metals with 22-gauge galvanized continuous cleats
  - ***Standard colors only***
- Fasteners, tapes, terminations, and sealants associated with scope completion
- Equipment and lifts associated with scope completion
- Includes re-using existing rock ballast
- Existing membrane will be cut in 10' x 10' sections to avoid trapping moisture
- JM Peak Advantage 20-year NDL Guarantee
- Standard manufacturer's finish warranty on all 24-gauge metals
- (1) mobilization

EXCLUDES:

- Custom colors
- Blocking/decking/sheathing
- Membrane wrap @ skylight curbs only – HVAC insulation and blocking by others
- Insulation Replacement – Existing to remain in place
- Sales Tax - Exempt

TOTAL BASE BID: **$87,651.00**

BASE BID: ADHERED EPDM OVERLAY (North Roof @ East Hallway)
Johns Manville EPDM membrane roofing system, including;

- JM 60-mil EPDM membrane (black) – ***Adhered***
- ½" ProtectoR HD Coverboard – ***Mechanically Fastened***
- 24-gauge steel custom shop fabricated edge metals with 22-gauge galvanized continuous cleats
  - ***Standard colors only***
- Fasteners, tapes, terminations, and sealants associated with scope completion
- Equipment and lifts associated with scope completion
- Existing rock ballast will be removed and properly disposed of
- Includes 2X blocking to build separator wall between the two roof areas – ***Required for warranty purposes***
- JM Peak Advantage 20-year NDL Guarantee
- Standard manufacturer's finish warranty on all 24-gauge metals
- (1) mobilization

EXCLUDES:

- Custom colors
- Blocking/decking/sheathing
- Membrane wrap @ skylight curbs only – HVAC insulation and blocking by others
- Insulation Replacement – Existing to remain in place
- Sales Tax - Exempt

TOTAL BASE BID: **$49,744.00**

STONEBROOK EXTERIOR

8905 Cornhusker Hwy
Lincoln, Nebraska 68507

+1 402 438 5559
www.stonebrookexterior.com

BASE BID: ADHERED EPDM OVERLAY (South Roof @ East Hallway)

Johns Manville EPDM membrane roofing system, including;

- JM 60-mil EPDM membrane (black) – ***Adhered***
- ½" ProtectoR HD Coverboard – ***Mechanically Fastened***
- 24-gauge steel custom shop fabricated edge metals with 22-gauge galvanized continuous cleats
  - ***Standard colors only***
- Fasteners, tapes, terminations, and sealants associated with scope completion
- Equipment and lifts associated with scope completion
- Existing rock ballast will be removed and properly disposed of
- JM Peak Advantage 20-year NDL Guarantee
- Standard manufacturer's finish warranty on all 24-gauge metals
- (1) mobilization

EXCLUDES:

- Custom colors
- Blocking/decking/sheathing
- Membrane wrap @ skylight curbs only – HVAC insulation and blocking by others
- Insulation Replacement – Existing to remain in place
- Sales Tax - Exempt

TOTAL BASE BID: **$59,950.00**

Alcott Elementary

BASE BID: ADHERED EPDM OVERLAY

Johns Manville EPDM membrane roofing system, including;

- JM 60-mil EPDM membrane (black) – ***Adhered***
- ½" ProtectoR HD Coverboard – ***Mechanically Fastened***
- 24-gauge steel custom shop fabricated edge metals with 22-gauge galvanized continuous cleats
  - ***Standard colors only***
- Fasteners, tapes, terminations, and sealants associated with scope completion
- Equipment and lifts associated with scope completion
- Existing rock ballast will be removed and properly disposed of
- Pricing includes the lower small roof area ***(Ballasted Reskin)***
- JM Peak Advantage 20-year NDL Guarantee
- Standard manufacturer's finish warranty on all 24-gauge metals
- (1) mobilization

EXCLUDES:

- Custom colors
- Blocking/decking/sheathing
- Membrane wrap @ skylight curbs only – HVAC insulation and blocking by others
- Insulation Replacement – Existing to remain in place
- Sales Tax - Exempt

TOTAL BASE BID: **$73,612.00**

STONEBROOK EXTERIOR

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Lincoln, Nebraska 68507

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Longfellow Elementary

BASE BID: BALLASTED EPDM ROOFING (South Roof)

Johns Manville EPDM membrane roofing system, including;

- JM 60-mil EPDM membrane (black) – ***Ballasted***
- 24-gauge steel custom shop fabricated edge metals with 22-gauge galvanized continuous cleats
  - ***Standard colors only***
- Fasteners, tapes, terminations, and sealants associated with scope completion
- Equipment and lifts associated with scope completion
- Includes new river rock ballast
- Existing rock ballast will be removed and properly disposed of
- JM Peak Advantage 20-year NDL Guarantee
- Standard manufacturer's finish warranty on all 24-gauge metals
- (1) mobilization

EXCLUDES:

- Custom colors
- Blocking/decking/sheathing
- Membrane wrap @ skylight curbs only – HVAC insulation and blocking by others
- Insulation Replacement – Existing to remain in place
- Sales Tax - Exempt

TOTAL BASE BID: **$26,229.00**

BASE BID: BALLASTED EPDM ROOFING (West Roof)

Johns Manville EPDM membrane roofing system, including;

- JM 60-mil EPDM membrane (black) – ***Ballasted***
- 24-gauge steel custom shop fabricated edge metals with 22-gauge galvanized continuous cleats
  - ***Standard colors only***
- Fasteners, tapes, terminations, and sealants associated with scope completion
- Equipment and lifts associated with scope completion
- Includes re-using existing rock ballast
- Existing membrane will be cut in 10' x 10' sections to avoid trapping moisture
- JM Peak Advantage 20-year NDL Guarantee
- Standard manufacturer's finish warranty on all 24-gauge metals
- (1) mobilization

EXCLUDES:

- Custom colors
- Blocking/decking/sheathing
- Membrane wrap @ skylight curbs only – HVAC insulation and blocking by others
- Insulation Replacement – Existing to remain in place
- Sales Tax - Exempt

TOTAL BASE BID: **$46,537.00**

STONEBROOK EXTERIOR

8905 Cornhusker Hwy
Lincoln, Nebraska 68507

+1 402 438 5559
www.stonebrookexterior.com

INCLUSIONS
All equipment for scope completion
2-year Workmanship warranty
Dumpsters/waste disposal

EXCLUSIONS
Permits/Bonds
Blocking/decking/sheathing
Any substrate preceding above installation
Mechanical flashings
Vapor barriers
Mock-ups
Engineering calculations/stamped shop drawings
Paint
Installation of materials outside of manufacturer approved temperature ranges
Cold weather protection
Ice/snow removal
Davis Bacon wages
Liquidated damages
Sales tax - Exempt
Traffic control & lane closures
Cost accrued for storage of materials

PRICING IS VALID FOR (30) DAYS FROM LISTED PROPOSAL DATE... NO EXCEPTIONS

DUE TO VOLATILE MATERIAL PRICES; WE RESERVE THE RIGHT TO PASS ON, AT COST, ANY PRICE ESCALATIONS FROM OUR SUPPLIERS

MATERIAL PRICE INCREASES, IF ANY, WILL BE COMMUNICATED AS SOON AS THEY ARE PASSED ON BY OUR SUPPLIER, AND WILL BE ASSESSED UPON DELIVERY DATES, NOT ORDER DATES.

CHANGE ORDER/EXTRA WORK TO BE BILLED AT $75.^{00}$/MAN HOUR FOR STANDARD TIME & $112.^{50}$/MAN HOUR FOR OVERTIME FOR GENERAL LABOR PURPOSES. ADMINISTRATION AND MANAGEMENT FEES WILL APPLY PER CURRENT SCHEDULE OF FIELD SERVICE AND ADMINISTRATION FEES DOCUMENT WHICH IS AVAILABLE UPON REQUEST

ABOVE PRICING IS BASED ON THE STRUCTURE BEING READY FOR INSTALLATION WHEN WE ARRIVE WITH ADEQUATE LAYDOWN AREA, CLEAR ACCESS TO THE WORK AREAS, & ELECTRICAL POWER BEING AVAILABLE

THIS PROPOSAL IS BASED ON ACHIEVING A MUTUALLY AGREED UPON SCHEDULE BETWEEN BOTH PARTIES

NO MATERIAL ORDERS/RESERVATIONS WILL BE MADE UNTIL RECEIPT OF FULLY EXECUTED CONTRACT AGREEMENT

SOME MATERIALS ABOVE MAY REQUIRE PRE-PAYMENT BEFORE ORDER WILL BE PROCESSED

ADD 2.25% IF BONDING IS REQUIRED

ZIEMBA ROOFING COMPANY

Proposal

806 West 17th Street • P.O. Box 2043
Hastings, Nebraska 68902-2043
(402) 462-8382 • FAX (402) 463-6179

Date:
February 6, 2026

Project Name / Location:
HPS Roofing Bids
Hastings High School
Longfellow Elementary
Alcott Elementary

To: Hastings Public Schools
Attn: Matt

Labor, Material, and Insurance required to complete work as specified:

Hastings High School:
Section #3 - Adhered (Approx 7,900sqft): $62,986.00
Section #5 - Adhered (Apporx 5,200sqft): $40,916.00
Old Gym - Ballast (Approx 16,700sqft): $86,976.00

Longfellow Elementary:
Original School NW Section - Ballast (Approx 6,100sqft): $35,887.00
Southeast Section - Ballast (Approx 3,600sqft): $20,813.00

Alcott Elementary:
Original School Noth Half Section - Adhered (Approx 6,800sqft): $58,433.00
Small Stairway Section - Ballast (Approx 400sqft): $5,979.00

Note: If multiple sections are completed under one signed contract, deducts will be available.

We propose hereby to furnish material and labor in accordance with above specifications, for the sum of:

As Stated Above Dollars ***

Note: This proposal may be withdrawn by us if not accepted within 30 days.

Authorized Signature: _____

Acceptance of Proposal: The above prices, specifications and conditions are satisfactory and are herby accepted. You are authorized to complete the work as specified.

Date of Acceptance: _____ Authorized Signature: _____

STONEBROOK EXTERIOR

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Lincoln, Nebraska 68507

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Proposal

March 17, 2026

Project: Hastings Public Schools - Multiple
Location: Hastings, NE
Prepared for: Matt Griess

Prepared by: Tana Smith
Business Development Manager
tanas@stonebrookexterior.com

Hastings High School

BASE BID: BALLASTED EPDM ROOFING (North Roof)
Johns Manville EPDM membrane roofing system, including;

- JM 60-mil EPDM membrane (black) – ***Ballasted***
- 24-gauge steel custom shop fabricated edge metals with 22-gauge galvanized continuous cleats
  - ***Standard colors only***
- Fasteners, tapes, terminations, and sealants associated with scope completion
- Equipment and lifts associated with scope completion
- Includes re-using existing rock ballast
- Existing membrane will be cut in 10' x 10' sections to avoid trapping moisture
- JM Peak Advantage 20-year NDL Guarantee
- Standard manufacturer's finish warranty on all 24-gauge metals
- (1) mobilization

EXCLUDES:

- Custom colors
- Blocking/decking/sheathing
- Membrane wrap @ skylight curbs only – HVAC insulation and blocking by others
- Insulation Replacement – Existing to remain in place
- Sales Tax - Exempt

TOTAL BASE BID: **$87,651.00**

BASE BID: ADHERED EPDM OVERLAY (North Roof @ East Hallway)
Johns Manville EPDM membrane roofing system, including;

- JM 60-mil EPDM membrane (black) – ***Adhered***
- ½" ProtectoR HD Coverboard – ***Mechanically Fastened***
- 24-gauge steel custom shop fabricated edge metals with 22-gauge galvanized continuous cleats
  - ***Standard colors only***
- Fasteners, tapes, terminations, and sealants associated with scope completion
- Equipment and lifts associated with scope completion
- Existing rock ballast will be removed and properly disposed of
- Includes 2X blocking to build separator wall between the two roof areas – ***Required for warranty purposes***
- JM Peak Advantage 20-year NDL Guarantee
- Standard manufacturer's finish warranty on all 24-gauge metals
- (1) mobilization

EXCLUDES:

- Custom colors
- Blocking/decking/sheathing
- Membrane wrap @ skylight curbs only – HVAC insulation and blocking by others
- Insulation Replacement – Existing to remain in place
- Sales Tax - Exempt

TOTAL BASE BID: **$49,744.00**

STONEBROOK EXTERIOR

8905 Cornhusker Hwy
Lincoln, Nebraska 68507

+1 402 438 5559
www.stonebrookexterior.com

BASE BID: ADHERED EPDM OVERLAY (South Roof @ East Hallway)

Johns Manville EPDM membrane roofing system, including;

- JM 60-mil EPDM membrane (black) – ***Adhered***
- ½" ProtectoR HD Coverboard – ***Mechanically Fastened***
- 24-gauge steel custom shop fabricated edge metals with 22-gauge galvanized continuous cleats
  - ***Standard colors only***
- Fasteners, tapes, terminations, and sealants associated with scope completion
- Equipment and lifts associated with scope completion
- Existing rock ballast will be removed and properly disposed of
- JM Peak Advantage 20-year NDL Guarantee
- Standard manufacturer's finish warranty on all 24-gauge metals
- (1) mobilization

EXCLUDES:

- Custom colors
- Blocking/decking/sheathing
- Membrane wrap @ skylight curbs only – HVAC insulation and blocking by others
- Insulation Replacement – Existing to remain in place
- Sales Tax - Exempt

TOTAL BASE BID: **$59,950.00**

Alcott Elementary

BASE BID: ADHERED EPDM OVERLAY

Johns Manville EPDM membrane roofing system, including;

- JM 60-mil EPDM membrane (black) – ***Adhered***
- ½" ProtectoR HD Coverboard – ***Mechanically Fastened***
- 24-gauge steel custom shop fabricated edge metals with 22-gauge galvanized continuous cleats
  - ***Standard colors only***
- Fasteners, tapes, terminations, and sealants associated with scope completion
- Equipment and lifts associated with scope completion
- Existing rock ballast will be removed and properly disposed of
- Pricing includes the lower small roof area ***(Ballasted Reskin)***
- JM Peak Advantage 20-year NDL Guarantee
- Standard manufacturer's finish warranty on all 24-gauge metals
- (1) mobilization

EXCLUDES:

- Custom colors
- Blocking/decking/sheathing
- Membrane wrap @ skylight curbs only – HVAC insulation and blocking by others
- Insulation Replacement – Existing to remain in place
- Sales Tax - Exempt

TOTAL BASE BID: **$73,612.00**

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Longfellow Elementary

BASE BID: BALLASTED EPDM ROOFING (South Roof)

Johns Manville EPDM membrane roofing system, including;

- JM 60-mil EPDM membrane (black) – ***Ballasted***
- 24-gauge steel custom shop fabricated edge metals with 22-gauge galvanized continuous cleats
  - ***Standard colors only***
- Fasteners, tapes, terminations, and sealants associated with scope completion
- Equipment and lifts associated with scope completion
- Includes new river rock ballast
- Existing rock ballast will be removed and properly disposed of
- JM Peak Advantage 20-year NDL Guarantee
- Standard manufacturer's finish warranty on all 24-gauge metals
- (1) mobilization

EXCLUDES:

- Custom colors
- Blocking/decking/sheathing
- Membrane wrap @ skylight curbs only – HVAC insulation and blocking by others
- Insulation Replacement – Existing to remain in place
- Sales Tax - Exempt

TOTAL BASE BID: **$26,229.00**

BASE BID: BALLASTED EPDM ROOFING (West Roof)

Johns Manville EPDM membrane roofing system, including;

- JM 60-mil EPDM membrane (black) – ***Ballasted***
- 24-gauge steel custom shop fabricated edge metals with 22-gauge galvanized continuous cleats
  - ***Standard colors only***
- Fasteners, tapes, terminations, and sealants associated with scope completion
- Equipment and lifts associated with scope completion
- Includes re-using existing rock ballast
- Existing membrane will be cut in 10' x 10' sections to avoid trapping moisture
- JM Peak Advantage 20-year NDL Guarantee
- Standard manufacturer's finish warranty on all 24-gauge metals
- (1) mobilization

EXCLUDES:

- Custom colors
- Blocking/decking/sheathing
- Membrane wrap @ skylight curbs only – HVAC insulation and blocking by others
- Insulation Replacement – Existing to remain in place
- Sales Tax - Exempt

TOTAL BASE BID: **$46,537.00**

Total - $343,723

STONEBROOK EXTERIOR

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Lincoln, Nebraska 68507

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INCLUSIONS
All equipment for scope completion
2-year Workmanship warranty
Dumpsters/waste disposal

EXCLUSIONS
Permits/Bonds
Blocking/decking/sheathing
Any substrate preceding above installation
Mechanical flashings
Vapor barriers
Mock-ups
Engineering calculations/stamped shop drawings
Paint
Installation of materials outside of manufacturer approved temperature ranges
Cold weather protection
Ice/snow removal
Davis Bacon wages
Liquidated damages
Sales tax - Exempt
Traffic control & lane closures
Cost accrued for storage of materials

PRICING IS VALID FOR (30) DAYS FROM LISTED PROPOSAL DATE... NO EXCEPTIONS

DUE TO VOLATILE MATERIAL PRICES; WE RESERVE THE RIGHT TO PASS ON, AT COST, ANY PRICE ESCALATIONS FROM OUR SUPPLIERS

MATERIAL PRICE INCREASES, IF ANY, WILL BE COMMUNICATED AS SOON AS THEY ARE PASSED ON BY OUR SUPPLIER, AND WILL BE ASSESSED UPON DELIVERY DATES, NOT ORDER DATES.

CHANGE ORDER/EXTRA WORK TO BE BILLED AT $75.^{00}$/MAN HOUR FOR STANDARD TIME & $112.^{50}$/MAN HOUR FOR OVERTIME FOR GENERAL LABOR PURPOSES. ADMINISTRATION AND MANAGEMENT FEES WILL APPLY PER CURRENT SCHEDULE OF FIELD SERVICE AND ADMINISTRATION FEES DOCUMENT WHICH IS AVAILABLE UPON REQUEST

ABOVE PRICING IS BASED ON THE STRUCTURE BEING READY FOR INSTALLATION WHEN WE ARRIVE WITH ADEQUATE LAYDOWN AREA, CLEAR ACCESS TO THE WORK AREAS, & ELECTRICAL POWER BEING AVAILABLE

THIS PROPOSAL IS BASED ON ACHIEVING A MUTUALLY AGREED UPON SCHEDULE BETWEEN BOTH PARTIES

NO MATERIAL ORDERS/RESERVATIONS WILL BE MADE UNTIL RECEIPT OF FULLY EXECUTED CONTRACT AGREEMENT

SOME MATERIALS ABOVE MAY REQUIRE PRE-PAYMENT BEFORE ORDER WILL BE PROCESSED

ADD 2.25% IF BONDING IS REQUIRED

ZIEMBA ROOFING COMPANY

Proposal

806 West 17th Street • P.O. Box 2043
Hastings, Nebraska 68902-2043
(402) 462-8382 • FAX (402) 463-6179

Date:
April 20, 2026

To: Hastings Public Schools
Attn: Matt

Project Name / Location:
HPS Roofing Bids
Hastings High School
Longfellow Elementary
Alcott Elementary

Labor, Material, and Insurance required to complete work as specified:

Hastings High School:
Section #3 - Adhered (Approx 7,900sqft): $62,986.00
Section #5 - Adhered (Apporx 5,200sqft): $40,916.00
Old Gym - Ballast (Approx 16,700sqft): $86,976.00
Deduct for taking all 3 sections: Deduct from combined total: $1500.00

Longfellow Elementary:
Original School NW Section - Ballast (Approx 6,100sqft): $35,887.00
Southeast Section - Ballast (Approx 3,600sqft): $20,813.00
Deduct for taking both sections: Deduct from combined total: $600.00

Alcott Elementary:
Original School Noth Half Section - Adhered (Approx 6,800sqft): $58,433.00
Small Stairway Section - Ballast (Approx 400sqft): $5,979.00
Deduct for taking both sections: Deduct from combined total: $500.00

Note: If multiple sections are completed under one signed contract, deducts will be available.
Deducts added 4/20/26

Total - $311,990

Total with deductions - $309,390

We propose hereby to furnish material and labor in accordance with above specifications, for the sum of:

As Stated Above Dollars ***

Note: This proposal may be withdrawn by us if not accepted within 30 days.

Authorized Signature: _____

Acceptance of Proposal: The above prices, specifications and conditions are satisfactory and are herby accepted. You are authorized to complete the work as specified.

Date of Acceptance: _____ Authorized Signature: _____

ZIEMBA ROOFING CO.

PROJECT SPECIFICATIONS

HASTINGS PUBLIC SCHOOLS
BALLAST SECTIONS
CARLISLE BALLAST EPDM ROOF SYSTEM

1. Remove existing rock and membrane to a suitable substrate and dispose of refuse appropriately in a state approved solid waste facility.

2. Remove any roof penetrations including vents, stacks, etc. no longer in use and repair structural deck void accordingly.

3. Loose Lay one layer of Carlisle 60 mil black EPDM membrane in strict accordance with Carlisle SynTec specifications.

4. Reflash all vents, stacks, drains, mechanical roof curbs, perimeter parapet walls, etc. in strict accordance with Carlisle SynTec specifications.

5. Fabricate and install new 24-gauge pre-finished ColorKlad perimeter sheet metal gravel stop & cap flashings in strict accordance with Carlisle SynTec specifications. (Owner to designate color per enclosed color chart of manufacturer's standard colors.) NOTE: Product finish is warrantied for 30 years.

6. Ballast entire finished roof surface with rounded water-worn gravel. Ballast must be adequate to provide sufficient wind uplift protection, and must be continuously distributed to maintain an average of 10 pounds per square foot per Carlisle Syntec specification.

7. Upon completion of the installation, an inspection shall be conducted by a technical representative of Carlisle SynTec. Upon approval a 15-year material and 15-year labor warranty will be provided by Carlisle SynTec Systems.

Note: Ziemba Roofing Company, it's employees and subcontractors, conform to all OSHA, federal, state, and local safety codes and regulations. Copies of our Safety Program, Hazard Communication Policy, Drug Policy, and MSDS Sheets, are available upon request.

ZIEMBA ROOFING CO.

PROJECT SPECIFICATIONS

HASTINGS PUBLIC SCHOOLS
ADHERED SECTIONS
CARLISLE ADHERED EPDM ROOF SYSTEM

1. Prepare existing roof surface and flashings for application of new Carlisle membrane roof system.

2. Remove any roof penetrations including vents, stacks, etc. no longer in use and repair structural deck void accordingly.

3. Mechanically-fasten 1 layer of ½" high-density polyisocyanurate roof insulation with an R-value of 2.5 over prepared roof surface and in strict accordance with Carlisle SynTec specifications. NOTE: Any desired R-value can be achieved by increasing or decreasing the insulation thickness. Price will vary accordingly.

4. Adhere one layer of Carlisle 60 mil black EPDM membrane in strict accordance with Carlisle SynTec specifications.

5. Reflash all vents, stacks, drains, mechanical roof curbs, skylights perimeter parapet walls, etc. in strict accordance with Carlisle SynTec specifications.

6. Fabricate and install new 24-gauge pre-finished ColorKlad perimeter sheet metal gravel stop & cap flashings in strict accordance with Carlisle SynTec specifications. (Owner to designate color per enclosed color chart of manufacturer's standard colors.) NOTE: Product finish is warrantied for 30 years.

7. Upon completion of the installation, an inspection shall be conducted by a technical representative of Carlisle SynTec. Upon approval a 20-year material and 20-year labor warranty will be provided by Carlisle SynTec Systems.

Note: Ziemba Roofing Company, it's employees and subcontractors, conform to all OSHA, federal, state, and local safety codes and regulations. Copies of our Safety Program, Hazard Communication Policy, Drug Policy, and MSDS Sheets, are available upon request.

2026 Graduates

Last Name	First Name
Aguirre	Cryztahl
Aguirre	Jorge
Aldrich	Aiden
Alvarez	Jazleen
Amaya	Alexander
Andersen	Payzlee
Anderson	Cole
Angeles Aulner	Esmeralda
Arpigiani	Carola
Arroyo	Isaiah
Ashley	Natalee
Baker	Elizabeth
Barraza Lopez	Citlaly
Barrientez	Ayden
Beck	Parker
Bell	Bradyn
Benitez	Sara
Bertram	Florian
Blazio	Milana
Borelli	Pedro
Born	Savannah
Borrego	Rudy
Boutin	Lauryn
Boyd	Heaven'ly
Brakhahn	Logan
Brashear	Lauren
Bryant	Lilah
Bucknell	Brianna
Bunch	Connor
Buresh	McKenna
Burtis	Nevaeh
Bushhousen	Clayton
Campbell	Breianna
Campos	William
Carreon	Anthony
Castro	Kaitlyn

Chavez	Isayah
Chavez Gutierrez	Kenya
Chipps	Ryan
Choate	Lydia
Clark	Addison
Clark	Logan
Colindres Fonseca	Yadriel
Connot	Blake
Consbruck	Caleb
Contreras Ramos	Miguel
Cooper	Chase
Crooks	Xavier
Daigle	Reiley
Daugherty	Riley
Davis	Darcy
Davis	Ella
Delgado	Gabriel
Denetelli	Gracie
Detty	Michael
Diaz	Yameli
Dietz	Tucker
Dinamarco	Joao Pedro
Dobbs	Nataleeah
Dominguez	Diego
Dowse	Serenity
Doyen	Jacob
Dreher	Brody
Duering	Skyler
Dyess	Marisa
Dzib Herrera	Israel
Evans	Kaitlyn
Fielder	Madison
Figueroa Tellez	Jose
Fischer	Kort
Fox	Charles
Fry	Zhoe
Garcia Perez	Johan
Garrett	Jason
George	Ashlin
Giron Oros	Yaelin

Gloudemans	Kikyo
Glover	Daphne
Gomez	Melanie
Gomez Gonzalez	Oliver
Gonzalez	Eric
Gonzalez Flores	Leonardo
Gonzalez Lara	Camila
Goodrich	Kailey
Gowen	Josephine
Groves	Isabel
Guerrero Vazquez	Yamilet
Guzman Garcia	Aaron
Guzman Rojas	Roger
Hammond	Hayden
Hartman	Broeyn
Hernandez	Isabela (Alex)
Hester	Jordyn
Hichos	Aliana
Hill	Karsyn
Hock	Mykayla
Hoffman	Lyssa
Holland	Ashlyn
Holt	Tamra
Hovland	Aiden
Huck	Elliot
Huhman	Ethan
Humburg	Emanuel
Hylden	Landon
Jacobsen	Holden
Jarmer	Sophia
Jarosik	Brenten
Jepsen	Lundyn
Jimenez	Jaime
Johnson	Kali
Johnson	Serenity
Kaiser	Kaiper
Kalvoda	Kaylee
Katzberg	Chloe
Kelley	Emmet
King	Calvyn

Kleeb	Maya
Koch	Trystan
Kuehn	Anthony
Kusek	Isabelle
Kvetensky	Nicholas
Lamb	Destiny
Larsen	Elizabeth
Lastor Tol	Zayda
Lauby	Abigail
Laux	Hadyn
Lee Trisch	Zakkary
Lemburg	MacKenzie
Leonard	Ashton
Lewis	Ma'leah
Litfin	Bosse
Lopez	Adrian
Lopez	David
Lopez Aguilar	Isaiah
Loya Bueno	Suri
Machado	Bianca
Machado	Christian
Machado	Jeshua
Machnicki	Alexa
Mangers Millard	Avian
Marez Campos	Jose
Martin	Jazlyne
McClendon	Orion
Medrano	Draven
Melgoza Cope	Angela
Mendoza	Camila
Mertens	Noah
Mick	Mylee
Mills	Reese
Molt	Ameris
Montague	Azyra
Montey	Dominic
Morales Rubalcava	Nataly
Moreno	Asael
Muth	Jaina
Naegele	Evyn

Nelson	Danica
Newman	Zachary
Northrup	Mikah
Oakley	Lars
Ochsner	Blake
Ochsner	Brooke
Olvera Navarrete	Kevin
Pape	Kiersten
Patterson	Cooper
Peck	Jazmen
Pedraza Arizmendi	Alondra
Perez	Saul
Perez Andrade	Andrea
Peterson	Domanic
Petties	Aliyah
Pettit	Fernando
Pfeil	Maecie
Pierce	Talyn
Piersee	Trinity
Pinkston	Lidge
Pittsey	Matthew
Poland	Jayce
Purvis	Oden
Quig	MacKenzie
Ramirez Lewis	Adrian
Ramos	Daphanie
Ramos Ramirez	Suany
Ratzlaff	McKain
Redding	Xander
Reyes	Coby
Reyes	Diana
Reyes	Silas
Rhodes	Kyreece
Riley	Aden
Rizo	Dominic
Rodriguez	Christian
Rodriguez	Leonardo
Rogers	Samuel
Romero Aguilar	Daisy
Rozmiarek	Draken

Ruff	Nyah
Runyan	Bryce
Russell	Isaac
Ruth	Lyric
Sanabria Mazo	Jamie
Satterly	Ava
Sawicki	Brayden
Scarlett	Karter
Scharff	Camryn
Segura Silva	Kingsten
Shafer	Beckett
Shafer	Simon
Shoemaker	Coy
Simons	Annabell
Smith	Peyton
Snow	Kamrynn
Soto Levario	Jose
Spurling	Peyton
Stanford	Karma
Stanley	Caitlyn
Steppuhn	Hayden
Stockman	Lyberty
Strom	Nora
Suarez Reyes	Elier
Tako	Mechack
Tate	MacKenzie
Thom	Alivia
Thomas	Jacob
Thomsen	Zane
Tillemans	Kaisley
Tippin	Nathan
Torres	Addison
Torres	Mayrin
Tran	Tom
Trasvina	Mariely
Trujillo	Lilianna
Tunks	Samuel
Turman	Zoie

Vacek	Aubrial
Valandra	Xavier
Valencia Cortez	Renata
Valenzuela Quiroz	Adrian
Vance	Darion
Vanskiver	Trey
Verhage	Ezekiel
Walker	Josephine
Walston	Adalaide
Waters	Kaylynn
Wilsey	Emily
Witt	Dominic
Wood	Brittan
Wuol	Duron

2026 HPS ACTIVITY SUMMER CAMPS

SCAN TO REGISTER FOR CAMP • SCAN TO REGISTER FOR CAMP •

REGISTER ONLINE ON THE BOUND WEBSITE - SEARCH "GO BOUND HASTINGS", SELECT "REGISTRATION"/"CAMPS" OR SCAN THE QR CCODE
CONTACT TRACY.DOUGLAS@HPSTIGERS.ORG OR BRYAN.VETTER@HPSTIGERS.ORG TO REQUEST A CAMP SCHOLARSHIP

Camp	Dates	Grades	Times	Cost	Location	Contact
Strength and Conditioning	June 1-July 30	Boys 9-12 Girls 9-12 HMS 6-8	6:30 am-12 pm or 5pm *Day & time assigned by sport 11:30 am-12:30 pm	$35	HHS Wt. Room	Charlie Shoemaker charlie.shoemaker@hpstigers.org
Band	June 1-25 Mon.-Thur.	Sign up by level of experience	8am-8:50-Beginning Brass 9am-9:50-Beginning Woods & Percuss 10am-10:50-Pep Band	$80 **sign up by emailing Rick Matticks	HMS	Rick Matticks rick.matticks@hpstigers.org
Boys Basketball	June 1-June 4	Grades 3-5 Grades 6-8 Grades 9-12	9-10 am 10:30 am-12 pm 12:30-2:30 pm	$35	*HMS* HHS HHS	Dylan Flinn dylan.flinn@hpstigers.org
Girls Basketball	May 26-29 May 26-28	Grades 7-12 Grades 3-6	9 am-12 pm 1 pm-3 pm	$35	HHS *HMS*	Lance Creech lance.creech@hpstigers.org
Bowling (Boys & Girls)	Jun 17-19	Grades 1-6 Grades 7-12	1:30-2:30 pm 2:30-4 pm	$30	Pastime Lanes	Kent Rothfuss kent.rothfuss@hpstigers.org

Girls Golf	Jun 24 July 1, 8, 15, 22	Grades 6-12	8:30-10am	$50	Lochland CC	Anna Cafferty anna.cafferty@hpstigers.org
Football	*Skills work *7 on 7	Grades 9-12	after weights Mondays 6:30 pm	Free	HHS	Charlie Shoemaker charlie.shoemaker@hpstigers.org
Orchestra	June 2-26 Mon.-Thurs.	Sing up by level of experience.	8am-8;50-Beginner 9am-9:50 Intermediate 10am-10:50 Band 11am-11:50 Advanced	$80 **sign-up by emailing Christine Niemeyer	HMS	Christine Niemeyer christine.niemeyer@hpstigers.org
Running Camp (Distance)	June 29-July 2	Grades 3-8	9:30-11 am	$40	HHS North Gym Lobby	Christy Rickert christy.rickert@hpstigers.org
Tennis (Boys & Girls)	Scheduled sessions	Ages 6-18	**sign-up by contacting Coach Gueswell			Mark Gueswell mark.gueswell@hpstigers.org
Soccer (Boys & Girls)	May 27-29	Grades 2-5 Grades 6-8	10am-11:30am 1pm-2:30pm	$35	HHS Soccer Fields	Nathan Mueller nathan.mueller@hpstigers.org
Softball	June 8-10 July 29-30	8U, 10U & 12U Ages 14 & Up	8-10 am 8-10 am	$35	Smith Complex	Blake Marquardt blake.marquardt@hpstigers.org
Volleyball	July 27-29	Grades 3-6 Grades 7-8	9-10:30 am 10:30 am-12 pm	$35	HHS	Mandy Watt mandy.watt@hpstigers.org
Wrestling (Boys and Girls)	June 8-9 June 9	Grades 5-12 Grades K-4	Day 1 9:30am-12pm & 1-3:30pm Day 2 9:30am-11:30am 12:30-3pm	$50 $25	HHS Wrestling Room	Matt Geiger matthew.geiger@hpstigers.org

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
Charla Brant	Prinicipal/Alcott	Director of Student Services/Admin		7/1/26	Tanya EvansResign

Administrative New Hire(s)

Name	Assignment/FTE/Building	Effective			Replaces/Reason
No New Hire(s)					

Certificated Resignation/Release(s)

Name	Assignment/Building		FTE	Effective	Replaces/Reason
Elyssa Harris	Family & Consumer Science/Senior High		1	5/22/26	Resign
Patrick Hudson	Spanish/Senior High		1	5/22/26	Resign
Elizabeth Trausch	SPED B.D./Hawthorne Elementary		1	4/14/26	Resign

Certificated Transfer(s)

Name	Former Assignment/Building	New Assignment/Building		Effective	Replaces/Reason
Jessica Neuhart	EL/Longfellow	Title 1/Longfellow		8/8/26	Abigail Fong/Resign
Charles Shoemaker	P.E./Senior High	Skilled & Technical Science/Senior High		8/8/26	Daniel Birnie/Transfer

Certificated New Hire(s)

Name	Assignment/FTE/Building	Effective	Degree/Level	College/University	Replaces/Reason
Jean Davis	Spanish/Senior High	8/8/2026	MA - 12	Taylor University, Indiana	Patrick Hudson/Resign
Karl Degenhardt	P.E./Senior High	8/8/2026	BA-8	University of Nebraska Kearney	Charles Schoemaker/Transfer
Landrie Nelson	Math/Senior High	8/8/2026	BA-1	Chadron State College	Brandon Kile/Resign
Isabelle Owens	Social Studies/Middle School	8/8/2026	BA-1	University of Nebraska Lincoln	Michael McPhillips/Transfer
Tami Redfield	Virtual School Psychologist/District-wide	8/8/2026	Contracted	Peru State College	Lori Samuelson/Retire
Emily Sweeney	Grade 4/Alcott	8/8/2026	BA36-13	Chadron State College	Erika Williams/Resign
Alexandrea Sunday	Special Education/Senior High	8/8/2026	BA09-5	Hastings College	Rebecca Hoobler/Resign

Extra Standard Resignation/Release(s)

Name	Assignment/Building			Effective	Replaces/Reason
Jordan Binfield	Head Girls Wrestling/Middle School			5/22/26	Resign
Tyra Craig	Assistant Swimming/Senior High			5/22/26	Resign
Turner Griffin	Assistant Track/Middle School			5/22/26	Resign
Elyssa Harris	Dance Coach/Senior High			5/22/26	Resign

Extra Standard Transfer(s)

Name	Former Assignment/Building	New Assignment/Building		Effective	Replaces/Reason
Michaela Bailey	Assistant 8th Grade Volleyball/Middle School	Head 8th Grade Volleyball/Middle School		8/8/26	Lacey Franzen/Resign
Justin Musgrave	Assistant 8th Grade Boys Basketball/Middle School	Head 7th Grade Boys Basketball/Middle Schoo		8/8/26	Michael McPhillips/Transfer
Mike Simmons	Assistant Girls Basketball/Senior High	Assistant Boys Basketball/Senior High		8/8/26	Caden Holm/Resign

Extra Standard New Hire(s)

Name	Assignment/Building	Level		Effective	Replaces/Reason
Makenzie Bauer	Assistant Girls Basketball/Senior High	CAT III, LVL 1		8/8/26	Mike Simmons/Resign
Jimmie Combs	Assistant 8th Grade Football/Middle School	CAT I, LVL 1		8/8/26	Michael McPhillips/Transfer
Jimmie Combs	Weight Training/Middle School	CAT A, LVL 1		8/8/26	Michael McPhillips/Transfer
Karl Degenhardt	Head Boys Wrestling/Senior High	CAT V, LVL 1		8/8/26	Nolan Laux/Resign
Landrie Nelson	Assistant Volleyball/Senior High	CAT III, LVL 1		8/8/26	Rylee Turner/Resign
Jonathan Lindblad	Assistant Boys Wrestling/Middle School	CAT I, LVL 1		8/8/26	Austin Heikkinen/Resign
Kaelin Platt	Assistant Track/Middle School	CAT I, LVL 1		8/8/26	Turner GriffinResign
Kaelin Platt	Assistant 8th Grade Volleyball/Middle School	CAT I, LVL 1		8/8/26	Michaela Bailey/Transfer

Classified Resignation/Release(s)

Name	Assignment/Building		FTE	Effective	Replaces/Reason
Edana Fergus	Night Custodian/Middle School		1.0	4/17/26	Resign

Sadie Franklin	Skills 3 Paraeducator/Watson		1.0	4/17/26	Resign
Nick Jensen	Night Custodian/Senior High		1.0	4/8/26	Resign
Darion McConnaghay	9 Month Bus Driver/Transportation		1.0	3/23/26	Release
Erika Neilson	SPED Paraeducator/Middle School		1.0	4/14/26	Resign
Ashlee Stark	Office Paraeducator/Longfellow		1.0	4/14/26	Resign
Lyndsey Witte	Sixpence Home Vistor/District-wide		1.0	4/7/26	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
Laura Hargis	Payroll/Administrative Assistant/Admin		1	4/13/26	Denise Behrends/Resign
Tabitha Metcalf	SPED Paraeducator/Longfellow		1	TBA	Kenneth McKenzie/Resign

ADMINISTRATIVE OPEN POSITIONS

NAME	POSITION	RESIGNATION/TERM DATE
CHARLA BRANT	Principal - Alcott	06-31-2026

CERTIFICATED OPEN POSITIONS

NAME	POSITION	RESIGNATION/TERM DATE
ELYSSA HARRIS	HHS = Family & Consumer Science	05-22-2026
TURNER GRIFFIN	HMS - Science	05-22-2026
DENISE JARMER TXFR	Grade 1 - Alcott	05-22-2026
JESSICA NEUHART TXFR	EL - Longfellow	05-22-2026
ELIZABETH TRAUSCH	SPED-BD - Hawthorne	4-16-2026
PAM TILLMAN	School Psychologist - Transfer FTE **to Skills 3 at HMS**	05-22-2025
0.5 FTE RHONDA MCBRIDE	School Psychologist	05-22-2025
KIM WADKINS	Speech Language Pathologist	05-22-2026
JAMIE LEPANT	Speech Language Pathologist	05-19-2023

CLASSIFIED OPEN POSITIONS

NAME	POSITION	RESIGNATION/TERM DATE
ERIKA NEILSON	HMS - SPED Paraeducator	4-14-2026
ALYSSA TIMMERMAN	AL - School Nurse	5-22-2025
JADYN SHOEMAKER	HA - Office Paraeducator	3-3-2026
JULIE DIDIER	LI - School Nurse	9-8-2025
SARAH CHEI	LI - Title Paraeducator	12-19-2025
NADIA TRAUSCH	LI - Title Paraeducator	9-26-2025
ASHLEE STARK	LO - Office Paraeducator	4-14-2026
SADIE FRANKLIN	WA - Skills 3 Paraeducator	4-17-2026
EDANA FERGUS	Night Custodian - Middle School	4-17-2026
NICK JENSEN	Night Custodian - Senior High	4-8-2026
	DIST - PART TIME BUS DRIVER (NEW)	
CHANCE KRATZER	District Bus Monitor	5-22-2025
DARION MCCONNAGHAY	9 Month Bus Driver	3-23-2026

EXTRA-STANDARD OPEN POSITIONS

NAME	POSITION	RESIGNATION/TERM DATE
MEAGAN BLODGET	HHS - Assistant Swimming & Diving	09-29-2022
TYRA CRAIG	HHS - Assistant Swimming	05-22-2026
BRANDON KILE	HHS - Assistant Boys Wrestling	05-22-2026
ZAC SWANSON	HHS - Assistant Boys Wrestling	05-22-2026
KALEE REAMS	HHS - Speech	05-22-2026
DANIEL BIRNIE	HHS - Assistant Skills USA	05-22-2026
ELYSSA HARRIS	HHS - Dance	05-22-2026
LORAINE ATWATER	HMS - Garden	05-22-2026
JORDAN BINFIELD	HMS - Head Girls Wrestling	05-22-2026
AUSTIN HEIKKINEN	HMS - Head Boys Track	05-22-2026
JUSTIN MUSGRAVE	HMS - Assistant 8th Grade Boys Basketball	05-22-2026
KENNEDY HOWARD	AL - 0.5 FTE Student Council	05-22-2026
JAIMIE REEVES	HA - Wellness Team Lead	05-22-2026
ANTHONY FAGIOLO	Vocal Music Learning Team Liaison	05-22-2026

HPS HAS 85 ACTIVE SUBSTITUTES AS OF 4/9/25