HASTINGS PUBLIC SCHOOLS
Assuring the essential.
Expanding the possible.

Work Session

Thursday, May 14, 2026 @ 6:00 PM Central
Board Room at HPS District Offices, 1515 W 8th St, Hastings, NE 68901

1. Roll Call -
2. Announcement - Becky Sullivan -
3. Welcome to HEA reps and guests - Becky Sullivan -
4. Review Board Norms/Goal - Becky Sullivan -
5. Board Report - Becky Sullivan -
6. SUPERINTENDENT'S REPORT - John Hauser -
7. Approve Contract Addendum for Acting Superintendent — Becky Sullivan -
8. Approve Appointment of Board Recording Secretary — John Hauser -
9. Approve proposed High School graduation requirements — Kristen Slechta -
10. Approve Policy 4032 : Professional Growth — Kristen Slechta -
11. Policy Review: First Half of the 6000 Series Policies - John Hauser -

12. Approve purchase of computers — Lawrence Tunks -

13. Approval for the Disposal of School Property — Music Instruments.- Lawerence Tunks -

14. Approve purchase of HVAC system at Hawthorne -Lawrence Tunks -

15. Approve Addition of 1.0 FTE School Psychologist Assistant — Dr. Tom Szlanda -

16. Approve 2026-27 YMCA facility usage agreement — Dr. Thomas Szlanda -

17. *Consent Agenda - Dr. Thomas Szlanda -

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

19. Reminders - Becky Sullivan -

20. Executive Session - Becky Sullivan -

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

22. Adjournment - Becky Sullivan -

***Closed Session**: If, during the course of the meeting, discussion of any item on the agenda should be held in a closed meeting, the board will conduct a closed meeting in accordance with the Nebraska Open Meetings Law.
****Sequence of Agenda**: The sequence of agenda topics is subject to change at the discretion of the board. Please arrive at the beginning of the meeting.
*****Action Item**: The board reserves the right to take action on an item listed on the board agenda.

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

Hastings Public Schools

Board of Education Norms

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

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

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

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

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

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

We will also maintain confidentiality when necessary.

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

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

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

Reviewed by the Board of Education, 2015

ADDENDUM TO
EMPLOYMENT CONTRACT

THIS ADDENDUM to the Employment Contract is made by and between the Board of Education of Hastings Public Schools, hereinafter referred to as the "Board," and John Hauser, hereinafter referred to as the "Hauser," as follows:

WHEREAS, the Board and Hauser previously entered into an Employment Contract, providing the terms and conditions of employment for Hauser during the 2025-2026 school year; and

WHEREAS, the Board has appointed Hauser to assume additional responsibilities for the remainder of the 2025-2026 school year, and desires to compensate Hauser for such additional responsibilities; and

WHEREAS, the Board and Hauser jointly desire to amend Hauser's Employment Contract.

NOW, THEREFORE, the Board and Hauser jointly agree that Hauser's monthly salary shall increase by $7,000 for the months of May 2026 and June 2026, subject to any applicable withholdings and deductions. Hauser shall not receive any additional salary amounts after the month of June 2026, unless otherwise agreed by both parties in writing.

All other provisions of said Contract shall remain in full force and effect.

Executed this 7 day of May, 2026. **Board of Education of Hastings Public Schools** **By:** **Authorized Representative**	**Executed this 7 day of May, 2026.** **John Hauser, Superintendent**

Proposal to Increase Graduation Credit Requirements from 225 to 250 Credits for Hastings Senior High School (PowerPoint)

Purpose

The goal of increasing the graduation credit requirement is to improve student attendance and engagement in all enrolled classes throughout their high school career. This initiative aims to address a common issue among upperclassmen who often attend only the minimum required classes needed to graduate, resulting in poor attendance in other courses and a lower GPA.

Background

- The current graduation requirement is 225 credits by the end of the senior year.
    - Senior year - 50 credits
    - Junior year - 60 credits
    - Sophomore year - 70 credits
    - Freshman year - 70 credits
- The average credits earned by seniors over the course of the last three years is well above the current requirement of 225 credits.
    - Graduating Class of 2025 - 259
    - Graduating Class of 2024 - 258
    - Graduating Class of 2023 - 255
- Some students in the Hastings area “school shop” by enrolling in schools with the lowest credit requirements to graduate on time, with less course engagement and lower expectations.
- The majority of neighboring area and conference schools have higher credit requirements for graduation and a higher graduation rate.
- With Computer Science and Personal Finance now required for graduation, the overall credit requirement did not increase. As a result, students have fewer available slots for elective courses while still meeting the current graduation requirements.

Area Schools	Eastern Midland Conference Schools

• Kenesaw - 270
  ○ 91% graduation rate
• Doniphian Trumbull - 260
  ○ 90% graduation rate
• Adams Central - 250
  ○ 95% graduation rate
• Kearney - 245
  ○ 94% graduation rate
• St. Cecilia - 245
  ○ 99% graduation rate
• Blue Hill - 240
  ○ 90% graduation rate
• Grand Island Senior High - 240
  ○ 84% graduation rate
	○ Blair - 260
	  ■ 95% graduation rate
	○ Bennington - 250
	  ■ 95% graduation rate
	○ LPS - 245
	  ■ Average 86.7% graduation rate
	○ Waverly - 240
	  ■ 98% graduation rate
	○ Norris - 240
	  ■ 99% graduation rate
	○ Gretna - 230
	  ■ 98% graduation rate
	○ **Hastings - 225**

● GI Northwest - 240 ○ 95% graduation rate ● Lexington - 225 ○ 95% graduation rate ● **Hastings - 225** ○ **90% graduation rate** ● Harvard - 200 ○ 90% graduation rate	■ **90% graduation rate** ○ Elkhorn - 210 ■ Elkhorn High - 95% graduation rate ■ Elkhorn North - 98% graduation rate

Key Points

- **No Increase in Required Classes:** The increase from 225 to 250 credits **does not** require students to take more classes each year. Instead, it emphasizes the importance of attending and passing all classes in which students are enrolled.
- **Encouraging Attendance:** By increasing the total credits needed, students are incentivized to attend classes consistently rather than focusing solely on courses strictly necessary for graduation.
    - Some students are picking and choosing which classes to attend and are negatively affecting peers and teachers. Other students are not able to take certain classes because those seats are taken by upperclassmen who are choosing not to attend classes.
- **Phased Implementation:**
    - The new requirement **will not apply** to the current juniors (Class of 2027) and seniors (Class of 2026), as their graduation paths are already established.
    - The new requirement **will apply** to current freshmen (Class of 2029), sophomores (Class of 2028), and any incoming student (starting Fall 2026) who will be guided through the transition.
    - Through this plan, the implementation will be a two-year cycle, rather than a four-year cycle.
- **Supporting Student Success:** The change supports a well-rounded education and reduces credit loss due to absences, which can impact student learning outcomes and readiness for post-secondary plans.

Expected Benefits

- Reinforcement of the value of a comprehensive high school education
- Increased daily attendance across all grade levels, particularly among upperclassmen
- Reduced credit loss due to absenteeism and improved GPA
- Greater alignment with local and conference schools, minimizing enrollment shifts based on credit requirements
- Closer alignment with regional standards addresses the competitive enrollment issue
- Exposure to more elective courses, offering diverse and engaging learning experiences, by attending class the entire semester

Conclusion

Raising the graduation credit requirement from 225 to 250 credits is a strategic step to improve student attendance and engagement without increasing the course load. This change will help ensure students remain connected to Hastings High School, better preparing them for graduation and beyond.

Option #1 4-year cohort implementation (26-27: 9th only) (Class 2027) 225 credits (Class 2028) 225 credits (Class 2029) 225 credits (Class 2030) 250 credits **NEW** (Class 2031) (Class 2032)	Option #2 Immediate implementation (26-27: 9th/10th/11th) (Class 2027) 225 credits (Class 2028) 250 credits **NEW** (Class 2029) 250 credits **NEW** (Class 2030) 250 credits **NEW** (Class 2031) (Class 2032)

Option #3 Staggered implementation (26-27: 9th/10th/11th) (Class 2027) 225 credits (Class 2028) 235 or 240 credits **NEW** (Class 2029) 235 or 240 credits **NEW** (Class 2030) 250 credits **NEW** (Class 2031) (Class 2032)	

4032
Professional Growth

Starting in the 2025-2026 school year, every six years, permanent certificated employees shall give evidence of professional growth. Six semester hours of college credit shall be accepted as evidence of professional growth or ninety hours of approved professional learning mentioned below.

The board of education believes the goal of professional self-improvement to be inherent in the responsibilities of each certificated district employee.

Other professional growth activities which may count toward the six-year requirement include professional workshops, conferences, Professional Learning Communities (PLC) collaborative work, presentations, memberships, advanced credentials, and other professional activities of significant educational value. The employee must receive prior approval from the building principal for any of these activities to count toward professional growth.

Adopted on: 5-18-2026
Revised on: _____
Reviewed on: _____

6001
School Organization

The school district shall be organized under a system whereby kindergarten through 5th grade shall be designated the elementary school, grades 6 through 8 shall be designated the middle school, and grades 9 through 12 shall be designated the high school.

Adopted on: _____
Revised on: _____
Reviewed on: _____

6002
School Calendar

The superintendent shall propose the calendar for each school year. The board will approve and/or amend the proposed calendar. The calendar shall provide for sufficient instructional time to meet or exceed the requirements of state statutes and regulations, and should provide time for staff orientation, in-service and curriculum work.

Adopted on: _____
Revised on: _____
Reviewed on: _____

6003
Instructional Program

1. The minimum number of instructional hours in the school year will be 1,080 for grades 9 through 12, 1,032 for grades 1 through 8, and 400 for kindergarten, exclusive of lunchtime.

2. The district may establish special programs for individual students that may deviate from these requirements. All special programs must either be adopted pursuant to applicable law or approved by the superintendent in advance. Prior to the district's commencement of a specialized program, the district will provide the student's parents or guardians with notice of the program.

3. The board, acting with the advice of the administration and certificated staff, will adopt a curriculum and procure textbooks and materials to support that curriculum. The administration and certificated staff will design instructional strategies and assessments to implement the curriculum.

4. To the extent possible, practice for, travel to, and participation in activities sponsored by the Nebraska School Activities Association and the Nebraska Department of Education will be scheduled outside of instructional time. Individual student absences because of illness or family-centered activities will be governed by district attendance policies.

5. The board intends to strike a sensible balance between the time spent on academics and time spent on extra-curricular activities, acknowledging that both work and play are important in each student's total development and education.

Adopted on: _____
Revised on: _____
Reviewed on: _____

6004
Curriculum Development

The board of education jealously guards its right, prerogative, and discretion to exercise local control of the curriculum development of the district to the greatest extent permitted by state and federal law, and has no intention of ceding such right, prerogative, or discretion.

The superintendent or his/her designee shall be responsible for providing and directing system-wide planning for curriculum, instruction, assessment and staff development.

The curriculum shall be standards-driven and accountability-based. The district's academic content standards shall be those required by the Nebraska State Board of Education in the subject areas of reading and writing (language arts), mathematics, and science only. The curriculum shall be articulated to include all programs and grade levels offered within the district, K-12 and, if applicable, shall include a preschool program. The curriculum shall reflect the comprehensive plan of the school district. All professional staff members are responsible for implementing the curriculum.

The superintendent or his/her designee will present this curriculum to the board for approval or modification.

The superintendent shall be responsible for establishing curriculum guides to articulate and coordinate the written curriculum, and to provide consistency of the written curriculum from one level of the district to the next. Curriculum guides shall provide for the development of the school district's curriculum and shall set academic standards, identify essential educational outcome criteria, and provide for the implementation, monitoring and evaluation of student learning.

Teachers are responsible for following the curriculum guides and teaching the written curriculum. Principals are responsible for monitoring the curriculum and evaluating teachers to ensure that they are teaching in compliance with the curriculum guides and written curriculum. The superintendent and his/her designee shall ensure that principals monitor the curriculum and evaluate teachers.

See Appendix A for the Curriculum and Textbook Adoption Schedule

Adopted on: 5-18-2026
Revised on: _____
Reviewed on: _____

Appendix A

School Year	REVIEW & ADOPTION	IMPLEMENTATION
2026-2027	PreK-12 English Language Arts (ELA)	
2027-2028	• Preschool • Fine Arts • Physical Education • World Languages	PreK-12 English Language Arts (ELA)
2028-2029	9-12 Mathematics	• Preschool • Fine Arts • Physical Education • World Languages
2029-2030	K-12 Science	9-12 Mathematics
2030-2031	K-12 Social Studies	K-12 Science
2031-2032		K-12 Social Studies

School Year	CAREER & TECHNICAL EDUCATION	GRANT FUNDING
2026-2032	• Ag, Food, & Natural Resources • Business, Marketing, & Management • Communication & Information Systems • Computer Science • Health Sciences • Human Sciences and Education • Skilled & Technical Sciences CONTINUOUS review, adoption and implementation based on needs assessment and specific grant funding	Grant Funding: • CTE State Aid • Federal Perkins V • reVISION Action Grant

6005
Academic Credits and Graduation

[Insert your district's academic and graduation requirements here.]

Adopted on: _____
Revised on: _____
Reviewed on: _____

6006
Commencement Ceremony

The district shall conduct a commencement ceremony for members of the senior class at the end of the school year. Participation in the ceremony is a privilege, not a right, and the superintendent or his/her designee may prohibit students who have violated conduct rules from participating in the ceremony as a consequence for the misconduct.

Only those students who have completed all graduation requirements (i.e., completed the required coursework or achieved the goals set in the student's individual education plan) or who have received a certificate of attendance will be allowed to participate in commencement.

OPTIONAL: A student who lacks one credit to satisfy graduation requirements may participate in commencement ceremonies but will not be awarded a diploma until all graduation requirements have been met.

Adopted on: _____
Revised on: _____
Reviewed on: _____

6007
Senior Recognition

The school district will recognize the outstanding academic achievement of its graduating seniors in the following manner:

The district uses a "Class Standing" system based on your cumulative Grade Point Average (GPA):

Distinction	GPA Requirement
Summa Cum Laude (Highest Distinction)	**4.0 and above**
Magna Cum Laude (Great Distinction)	**3.75 – 3.99**
Cum Laude (Distinction)	**3.50 – 3.74**

Adopted on: _____
Revised on: _____
Reviewed on: _____

6009
Grade Placement and Academic Credits of Transfer Students

Subject to a determination on grade placement based on the criteria set forth below, a student transferring from an accredited school generally will be placed at the grade level that is comparable to the placement in the school from which the student is transferring. Temporary placement may be made until a student's records are received to verify the placement.

Elementary Level Students

The appropriate level of placement for elementary level students may be determined by, but not limited to, consideration of the following information:

- Chronological age
- Previous public school or private school experience
- Diagnostic test data
- Achievement test data
- Criterion-referenced test data

Secondary Level Students

The appropriate level of placement for secondary students may be determined by, but not limited to, consideration of the following information:

- Chronological age
- Previous public school or private school experience and transcript
- Standardized achievement test data
- Criterion-referenced test data
- Final examination test data
- Diagnostic test data

The district will accept credits toward graduation that were awarded by an accredited school district and which, in the professional judgment of the administrative team, are sufficiently rigorous and comparable to the district's offered courses of study. A student transferring into the school district in grades 9-12 will be responsible for meeting all graduation requirement in order to be awarded a diploma from the district.

Students who transfer from an exempt (home) school and/or a non-accredited school may be awarded credits to be counted toward high school graduation requirements at the discretion of the building principal in consultation with the superintendent of schools. The principal will consider all of the factors listed above and will also consider the student's performance on the district's internal benchmark tests.

The district administration, in conjunction with the building principal, will determine the appropriate grade level/credit status of a student transferring from a foreign country.

Adopted on: _____
Revised on: _____
Reviewed on: _____

6010
Special Education Identification, Evaluation and Verification.

All children with verified disabilities who are eligible for special education services are entitled to a free appropriate public education and an equal opportunity for education according to their needs. The district will follow state and federal law as well as the rules and protocols created by the Nebraska Department of Education and the United States Department of Education in identifying, evaluating, verifying and serving students who may be entitled to rehabilitation or special education services.

The school district shall provide special education and rehabilitative services only to children with verified disabilities and qualifying conditions.

Adopted on: _____
Revised on: _____
Reviewed on: _____

6011
Fire Instruction and Prevention

The school district will provide regular periods of instruction in fire danger and fire prevention, and will observe State Fire Day.

Adopted on: _____
Revised on: _____
Reviewed on: _____

6012
Flag Display and Patriotic Observances

The district shall display the flags of the United States of America and the State of Nebraska prominently on the grounds of every school building each day that school is in session.

Each building principal shall be responsible for the care and display of the flags at his/her assigned building, and shall adhere to the rules and customs pertaining to the use and display of the flags as set forth in the United States Code.

Each day, at the time designated by the building administrator, staff shall ensure that students in grades K-12 will be led in the recitation of the Pledge of Allegiance in the presence of the flag of the United States of America Pupil participation in the recitation of pledge shall be voluntary. Pupils who elect not to participate shall sit or stand silently and must respect the rights of those students choosing to participate.

Adopted on: _____
Revised on: _____
Reviewed on: _____

6013
Teaching Controversial Issues

The ability to discuss, listen, and dissent are essential elements of responsible citizenship. The school district encourages students to develop skills in analyzing issues, respecting the opinion of others, distinguishing between fact and opinion, considering all pertinent factors in reaching decisions, and arriving at group decisions.

Teachers may teach or lead discussions about controversial issues if they comply with the following criteria:

1. The issues discussed must be relevant to the curriculum and be part of a planned educational program.

2. Students must have free access to appropriate materials and information for analysis and evaluation of the issues.

3. The teacher must encourage students to consider and discuss a variety of viewpoints.

4. The topic and materials used must be within the range, knowledge, maturity, and competence of the students.

5. The teacher must inform parents and the building principal before discussing sensitive or controversial issues.

6. The teacher must keep detailed, documentary evidence to prove that both sides and/or all facts available were presented.

7. Teachers must refrain from advocating partisan causes, sectarian religious views, or selfish propaganda of any kind through any classroom or a school device. However, a teacher shall not be prohibited from expressing a personal opinion as long as the student is encouraged to reach his/her own decision independently.

Teachers who are unsure of their obligations under this policy must confer with their principal prior to discussing controversial issues in the classroom.

Adopted on: _____
Revised on: _____
Reviewed on: _____

6014
School Attendance on Days of Scheduled Activities

Students who are absent from school for any part of the day will not be permitted to practice or participate in an extracurricular contest, practice, or performance **except under the following circumstances:**

- **Medical Absences:** The student provides a signed note from a licensed medical professional documenting the absence.
- **Administrative Permission:** The student has obtained the building principal's (or designee's) prior permission to participate despite the absence.

Note on Compliance: To ensure consistent enforcement, the school may require that medical documentation be submitted to the attendance office prior to the start of the scheduled activity or practice.

Adopted on: _____
Revised on: _____
Reviewed on: _____

6015
Summer School

The school district may conduct a summer school program to provide additional educational opportunities for students who need remedial instruction and/or to enrich students' educational experiences. Students who successfully complete classes offered through the district's summer school program will earn credit toward high school graduation. Students will be allowed to substitute a summer-school grade for a failing grade earned during the regular school year. Students who take summer school courses to replace a passing grade may/may not use the summer school course to advance their class rank.

Adopted on: _____
Revised on: _____
Reviewed on: _____

6016
Homebound and Off-Campus Instruction

The school district may provide a student with instruction in his or her home or other off-campus location under the following circumstances:

- if the student's IEP or 504 team determines that homebound instruction is appropriate;

- if the student is physically or mentally ill or injured and unable to attend regular classes and the superintendent or his/her designee had determined that a program of off-campus instruction is appropriate, after conferring with the student's parents, teacher(s) and/or physician; or

- under other circumstances which the superintendent deems to be appropriate.

Homebound and off-campus instruction may include a variety of in-person and distance learning services, as determined appropriate by the superintendent or relevant educational team. The superintendent or relevant educational team shall periodically review individual off-campus instructional programs and shall only continue them as long as they are educationally appropriate.

Adopted on: _____
Revised on: _____
Reviewed on: _____

6017
Homework
Sample Only –
This Policy Must be Customized to Your District's Practices

Homework consists of assignments made by teachers that students must complete during non-class time. Homework is intended to ensure student learning of certain concepts and/or skills found in the written and taught curriculum.

Teachers are encouraged to assign homework and must use their professional judgment in determining the length, difficulty, and student readiness to proceed with homework assignments. Homework assignments shall be kept minimal on Wednesday nights, which is traditionally considered "family night" in the community.

Adopted on: _____
Revised on: _____
Reviewed on: _____

6018
Grades

The school will report student grades and/or academic progress to parents at least four times per year. The superintendent or his/her designee shall develop and implement student grading guidelines to be used by teachers. The objective of grading guidelines shall be to quantify and report the academic achievement of each student.

Adopted on: _____
Revised on: _____
Reviewed on: _____

6020
Multicultural Education

In every curriculum area and at all grades, the school district will provide programs which foster and develop an appreciation and understanding of the racial, ethnic, and cultural heritage of all students. These programs will allow students to explore the history and contributions made by various ethnic groups and will emphasize human relations, sensitivity toward all races, and the rich diversity of the population of the United States. The programs shall be implemented within the guidelines of the State Department of Education and in accordance with any other applicable laws and/or regulations.

Philosophy, Mission, and Program Goals. The school district respects and appreciates cultural diversity and seeks to promote the understanding of unique cultural and ethnic heritage. The district will promote the development of a culturally responsible and responsive curriculum. The school district's program will explore the attitudes, skills, and knowledge necessary to function in various cultures.

District Guides, Frameworks, or Standards. Appropriate district staff and/or committee(s) will review the school district curriculum guides, frameworks, or standards to determine that they appropriately incorporate multicultural education.

Selecting Appropriate Instructional Materials. Appropriate school district staff and/or committee(s) will review instructional materials and make a recommendation regarding those that are appropriate for the school district's multicultural education program.

Providing Staff Development. Appropriate school district staff and/or committee(s) will review the staff development provided for administrators, teachers, and support staff to determine that it includes appropriate multicultural education that is consistent with school district and program goals.

Periodic Assessment. Appropriate school district staff and/or committee(s) will periodically review the school district's multicultural education program by reviewing the criteria in this policy to assess whether the school district is adequately and appropriately incorporating multicultural education in all curriculum areas in all grades.

Annual Status Report. The superintendent will provide the board with a

report on the status of the school district's multicultural education program annually.

Adopted on: _____
Revised on: _____
Reviewed on: _____

6021
District Criteria for Selecting Evaluators to be Used for Special Education Evaluation and Verification and Independent Educational Evaluations

The following criteria shall be used for selecting evaluators according to 92 Nebraska Administrative Code 51-006.07B:

1. Those in-state service agencies that have approved rates for the current year established by the Nebraska Department of Education. A list of service agencies with approved rates, including state agencies, individual providers, and in-state providers may be found at https://www.education.ne.gov/sped/service-agencies/.

2. Those Nebraska providers located within 100 [**NOTE TO BE DELETED**: insert mileage that is appropriate to your district's geographic location.] miles of the building of the district where the child attends when driving by ordinary public roadways, except [include here any exceptions to these criteria necessary for specific assessments which the district would not obtain within the indicated area. Based on feedback from ESU Special Education Directors statewide, these exceptions might include the following: vision-related evaluations (___ miles); evaluations for severe autism spectrum disorder (___ miles); evaluations for severe psychiatric disorders (_____ miles); evaluations for significant or atypical orthopedic disorders (_____ miles); threat assessments (___ miles); profound hearing impairments (_____ miles). You should specifically identify such assessments after consulting with your special education or educational service unit staff, and include those and their relevant mileage range. If no assessments would require a deviation from this area, simply conclude this paragraph after the word "roadways."]

3. Evaluations must consider the educational, health, or other student records of the student provided by the district. The parents, guardians, or age-appropriate student must provide any required consent to the disclosure of these records unless disclosure is already authorized by state and federal law.

4. Evaluations must be provided to the district, including all educational, health, student, or other records created as part of or relied upon to complete the evaluation. The parents, guardians, or age-appropriate student must provide any required consent to the disclosure of these records unless disclosure is already authorized by state and federal law.

5. Evaluations must be conducted by a provider that is authorized,

available, and willing to discuss, confer, or otherwise cooperate with the district regarding the evaluation, its results, or any other information related to the evaluation. Such cooperation may include reasonable participation in, or the submission of additional reports or information to, an IEP, MDT, or SAT team. Evaluators must make available to the district any documents or records created in relation to the evaluation, including evaluation and assessment protocols and responses, when the district determines in its sole discretion that such documentation is necessary in order to permit meaningful parental participation. The parents, guardians, or age-appropriate student must provide any required consent to the disclosure of these records or information unless disclosure is already authorized by state and federal law.

6. Evaluations must be sufficiently comprehensive for the evaluator to submit to the district a report that specifically details whether the student should be considered eligible for special education and related services, the nature of special education and related services recommended to accommodate the student's suspected disability, and the particular facts or findings underlying the evaluator's conclusions. This report must be submitted to the district within 45 days after the conclusion of the evaluation.

7. Evaluations must meet the then-current state standards for reliability, research-based processes, and educational or professional best practices.

8. Reimbursement to any evaluator chosen in conformance with this policy shall not exceed the cost that would be charged by the school district's contracted providers for the same or substantially similar evaluation.

All special education evaluations, including those independently obtained at the district's expense, must be obtained in a manner consistent with the criteria set forth above, unless state or federal law requires waiver of one or more criteria in order to accommodate unique circumstances.

Adopted on: _____
Revised on: _____
Reviewed on: _____

Computer Hardware, Inc.

1001 W. 2nd St
Hastings, NE 68901

QUOTE

H46391

04/14/26

SALESPERSON	PURCHASE ORDER#	REFERENCE#	SHIPPER:
Shayne Raitt			

BILLED TO:

HASTINGS PUBLIC SCHOOL
1515 W 8TH ST
HASTINGS, NE 68901

SHIPPED TO:

HASTINGS PUBLIC SCHOOL
1515 W 8TH ST
HASTINGS, NE 68901

	ITEM NUMBER	ITEM DESCRIPTION	QTY	PRICE	EXTENDED PRICE
001	83T60009US	LENOVO CHROMEBOOK GEN 5 MTK540 8GB 64GB 11.6IN	750	$380.00	$285,000.00
002	CROSSWDISEDUNEW	GOOGLE CHROME OS MGT LIC+S EDU	750	$32.50	$24,375.00

Quote Good Up Through: 04/28/26

SUBTOTAL:	$309,375.00
SHIPPING:	$0.00
HANDLING:	$0.00
OTHER CHRAGES:	$0.00
TAX:	$0.00
TOTAL:	$309,375.00

Item	Qty	Location	Board Meeting	Notes	Condition
Manhassett Stands	10	Elementary	6/15/2026	Stand bases are lose and cannot be tightened anyr	Poor
Timpani	4	High School	6/15/2026	Kenesaw is interested in this equipment. Heads	Good
Drum Line Equipment	10	High School	6/15/2026	Adams Central is interested in this equipment	Poor
				5 Bass Drums (harness & case), 3 Snare Drums	

Drum Line Equipment:			
Marching Bass Drum	Pearl	303523	BD-1
Marching Bass Drum	Pearl	211392	BD-2
Marching Bass Drum	Pearl	302032	BD-3
Marching Bass Drum	Pearl	308388	BD-4
Marching Bass Drum	Pearl	103688	BD-5
Marching Snare Drum	Pearl	311074	SD-1
Marching Snare Drum	Pearl	208216	SD-2
Marching Snare Drum	Pearl	311073	SD-3
Perc. Tenor Drums	Pearl	941964	HHS Quad1
Perc. Tenor Drums	Pearl	942162	HHS Quad2

Recommendation

Rick Matticks would like to
Donate to Kenesaw
Donate to Adams Central

Rutt's Mechanical Services

Proposal

Date	Estimate #
4/10/2026	1950

Bill To	Ship To
Hastings Public Schools	Hastings Public Schools

E-mail	Phone #
knien@ruttsheating.com	402-984-9369

Description
Project: New Trane Controls System
Controls Systems and Equipment **Web-Based Building Controller** **• Provide (1) Tracer SC+ building controller and enclosure.** **• Provide all device and software licensing** **• Provide (1) outdoor air temperature and humidity sensor (installation by others).** **Samsung VRF** **• Provide BACnet integration to the existing Samsung VRF controller.** **• BACnet cabling and installation by others.** **Mitsubishi VRF** **• Provide BACnet interface existing Samsung VRF controller.** **• BACnet cabling and installation by others.** **Daikin DOAS Unit – Qty: 1** **• Provide BACnet interface to the existing Daikin DOAS unit.** **• BACnet cabling and installation by others.** **Mitsubishi Premysis DOAS Units – Qty: 2** **• Provide BACnet interface to the existing Premysis DOAS unit.** **• BACnet cabling and installation by others.** **Trane Precedent RTUs – Qty: 3** **• Provide BACnet communication interface to the existing Trane Precedent Units.** **• Provide and install new BCI-R cards installed as part of this project** **• BACnet cabling and installation by others.** **• Provide new zone sensors that will replace the existing programmable thermostats (installation by others).** **Lennox RTUs – Qty: 2**

	Total

Rutt's Mechanical Services

Proposal

Date	Estimate #
4/10/2026	1950

Bill To	Ship To
Hastings Public Schools	Hastings Public Schools

E-mail	Phone #
knien@ruttsheating.com	402-984-9369

Description
• Provide new Symbio DDC controllers for each unit (installation by others). • Provide new zone sensors that will replace the existing programmable thermostats (installation by others). • Provide new discharge air temperature sensors (installation by others). Trane Residential Split System HP – Qty: 1 • Provide new Symbio DDC controllers for each unit (installed by others). • Provide new zone sensors that will replace the existing programmable thermostats (installation by others). • Provide new discharge air temperature sensors (installation by others). Control System Services Included • Project Management • As-Built Drawings • System Programming, Graphics, and Start-up • 1st Year Parts and Labor Warranty
The following items are not included: Sales tax, and Electrical Wiring.
Add $10,250 to the bid if you want us to provide the electrical wiring.

Total	**$64,000.00**

Hastings YMCA and Hastings Public Schools Facility Usage Agreement

THIS AGREEMENT is made and entered into on the 1st day of June 2026, by and between the Hastings Family YMCA, hereinafter referred to as YMCA, and Hastings Public Schools, hereinafter referred to as HPS.

WHEREAS the YMCA owns and operates an indoor swimming pool located at 1430 West 16th Street, Hastings, NE, hereinafter termed "swimming facilities," and the HPS desires to utilize the swimming facilities for the HHS Swim Team and the Life Skills Program.

NOW, THEREFORE, IN CONSIDERATION OF THE PREMISES AND THE MUTUAL COVENANTS AND AGREEMENTS HEREIN CONTAINED, the parties agree as follows:

Section 1. The YMCA agrees that HPS will have use of the pool during the interscholastic swimming season for any meets or tournaments involving competition with other schools from the first day of swim practice through the state swim meet, as determined by the Nebraska State Activities Association (NSAA). The YMCA agrees that HPS shall also have the right to practice based on an agreed-upon schedule. HPS will cooperate with the YMCA and other area organizations for the use of facilities for other activities. HPS will inform the YMCA of its schedule at least two months before the official starting date of the competitive swimming season, as designated by the NSAA. HPS and the YMCA shall give the other party (48) hours' notice of any cancellation of the use of any facilities except when such cancellation is necessitated by adverse weather conditions or acts of God.

Section 2. The YMCA agrees that HPS and Educational Service Unit #9 will have use of the pool on specific dates to be determined at a later time. These dates shall not exceed 20 days per year. During these predetermined dates, students within the Lifeskills program of HPS and the Educational Service Unit #9 shall have access to the pool, locker rooms, family change rooms, and other areas of the facility as agreed upon by the YMCA staff. These groups will have access to the facility at various times throughout the days set forth; however, those times shall not be before 8:00 AM and shall not be after 3:00 PM.

Section 3. HPS shall pay the YMCA the sum of $25,000.00, due by June 30, 2026.

Section 4. During all times when HPS is using the YMCA facilities, HPS personnel shall be responsible for the supervision of all students. YMCA agrees to provide safe facilities at all times for use by HPS.

Section 5. HPS shall maintain, at its own expense, general liability insurance. HC shall provide the YMCA with a certificate of insurance evidencing such coverage and naming the YMCA as an additional insured. The YMCA shall maintain its own general liability insurance coverage.

Section 6. HPS shall indemnify, defend, and hold harmless the YMCA, its officers, directors, employees, and agents from and against any claims, losses, damages, liabilities, costs, and expenses (including 1 reasonable attorneys' fees) arising out of or relating to the use of the Pool Facility by HPS, its students, faculty, staff, or invitees, any breach of this Agreement by HC, or any negligent or willful act or omission of HPS, its students, faculty, staff, or invitees.

IN WITNESS WHEREOF, the parties have caused this Agreement to be executed by the Hastings Family YMCA of Hastings, Nebraska, and Hastings Public Schools of Hastings, Nebraska, the day indicated by such signature.

Signed: Troy Stickels Date: 5/1/26 Signed:_____ Date:_____

Hastings Family YMCA Hastings Public Schools

Administrative Resignation/Release/Retire(s)

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

Administrative Transfer(s)

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

Administrative New Hire(s)

Name	Assignment/FTE/Building	Effective			Replaces/Reason
Meggan Messersmith	Principal/Alcott	7/1/2026			Charla Brant/Transfer

Certificated Resignation/Release(s)

Name	Assignment/Building		FTE	Effective	Replaces/Reason
Courtney Benscotter	School Counselor/Senior High		1	5/22/26	Resign
Elisabeth Diekken	Special Education Resource/Middle School		1	5/22/26	Resign

Certificated Transfer(s)

Name	Former Assignment/Building	New Assignment/Building		Effective	Replaces/Reason
Stephanie Detamore	Family & Consumer Science/Middle School	Family & Consumer Science/Senior High		8/8/26	Elyssa Harris/Resign
Julie Jarzynka	SPED Skills 2/Middle School	Grade 1/Hawthorne		8/8/26	Charles McGinnis/Transfer
Charles McGinnis	Grade 1/Hawthorne	SPED Behavior/Hawthorne		8/8/26	Elizabeth Trausch/Resign
Meggan Messersmith	Instructional Facilitator/Lincoln	Principal/Alcott		7/1/26	Charla Brant/Transfer

Certificated New Hire(s)

Name	Assignment/FTE/Building	Effective	Degree/Level	College/University	Replaces/Reason
Lorraine Atwater	SPED Resource/Middle School	8/8/2026	BA-1	Chadron State College	Elisabeth Diekken/Resign
Lisa Boucher	School Counselor/Senior High	8/8/2026	MA27-14	Chadron State College	Courtney Benscotter/Resign
Chantel Hogan	Family & Consumer Science/Middle School	8/8/2026	BA-1	Wayne State College	Stephanie Detamore/Transfer
Camry Runyan	SPED Skills 2/Middle School	8/8/2026	BA-1	Hastings College	Julie Jarzynka/Transfer
Haley Tryon	Special Education Skills 3/Middle School	8/8/2026	BA-1	Wayne State College	New Position

Extra Standard Resignation/Release(s)

Name	Assignment/Building			Effective	Replaces/Reason
Courtney Benscotter	National Honor Society/Senior High			5/22/26	Resign
Greg Mays	0.5 FTE Future Problem Solvers/Senior High			5/22/26	Resign
Barbara Smith	Wellness Team Lead/Transportation			5/22/26	Resign

Extra Standard Transfer(s)

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

Extra Standard New Hire(s)

Name	Assignment/Building	Level		Effective	Replaces/Reason
Angelo Martinez	Assistant Skills USA/Senior High	CAT A, LVL 1		8/8/26	Daniel Birnie/Transfer
Greg Mays	National Honor Society/Senior High	CAT A, LVL 1		8/8/26	Courtney Benscotter/Resign
Markus Miller	Assistant Boys Wrestling/Senior High	CAT III, LVL 1		8/8/26	Zac Swanson/Resign
Lynzee Reiber	Wellness Team Lead/Hawthorne	CAT A, LVL 1		8/8/26	Jaimie Reeves/Resign
Erin Runcie	Dance Coach/Senior High	CAT II, LVL 1		8/8/26	Elyssa Harris/Resign

Classified Resignation/Release(s)

Name	Assignment/Building		FTE	Effective	Replaces/Reason
Rebecca Matticks	Library Paraeducator/Longfellow		1.0	5/22/26	Retire

Classified Transfer(s)

Name	Former Assignment/Building	New Assignment/Building	FTE	Effective	Replaces/Reason
Rylie Felton	Technology Paraeducator/Hawthorne	Library Paraeducator/Hawthorne	1	8/8/26	Cheryl Gentert/Resign
Sara Kratzer	EL Paraeducator/Hawthorne	Office Paraeducator/Hawthorne	1	8/8/26	Jadyn Shoemaker/Release
Arianna Morgenstern	Technology Paraeducator/Longfellow	Library Paraeducator/Longfellow	1	8/8/26	Becky Matticks/Retire

Classified New Hire(s)

Name	Assignment/Building		FTE	Effective	Replaces/Reason
Caylyn Mardian	Night Custodian/Senior High		1	5/11/26	Nick Jensen/Resign

Markus Miller	Technology Paraeducator/Hawthorne		1	8/8/26	Rylie Felton/Transfer
Michelle Sell	School Nurse/Alcott		1	8/7/26	Alyssa Timmerman/Release

ADMINISTRATIVE OPEN POSITIONS

NAME	POSITION	RESIGNATION/TERM DATE

CERTIFICATED OPEN POSITIONS

NAME	POSITION	RESIGNATION/TERM DATE
TURNER GRIFFIN	HMS - Science	05-22-2026
DENISE JARMER TXFR	Grade 1 - Alcott	05-22-2026
MEGGAN MESSERSMITH	Instructional Facilitatot - Lincoln	05-22-2026
BRENDA MCKENZIE	Grade 5 - Longfellow	05-22-2026
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
SARA KRATZER TXFR	HA - EL Paraeducator	05-22-2026
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
ARIANNA MORGENSTERN TXFR	LO - Technology Paraeducator	05-22-2026
SADIE FRANKLIN	WA - Skills 3 Paraeducator	4-17-2026
EDANA FERGUS	Night Custodian - Middle School	4-17-2026
	DIST - PART TIME BUS DRIVER (NEW)	
CHANCE KRATZER	District Bus Monitor	5-22-2025
DARION MCCONNAGHAY	9 Month Bus Driver	3-23-2026
LYNDSEY WITTE	Sixpence Home Visitor	4-7-2026

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
PATRICK HUDSON	HHS - Assistant Boys Track	05-22-2026
KALEE REAMS	HHS - Speech	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
ANTHONY FAGIOLO	Vocal Music Learning Team Liaison	05-22-2026

HPS HAS 85 ACTIVE SUBSTITUTES AS OF 5/11/26