



## **Work Session**

Thursday, April 8, 2021 @ 6:00 PM Central  
Middle School Multi-Purpose Room, 201 North Marian Road, Hastings, NE 68901

1. Roll Call -
2. Announcement - Jim Boeve -
3. Welcome to HEA reps and guests - Jim Boeve -
4. Review Board Norms/Goal - Jim Boeve -
5. Information on "Spotlight on Learning" - Jeff Schneider -
6. Legislative Update - Jeff Schneider -
7. Quarterly Financial Update - Jeff Schneider -
8. Tri City Alliance Update - Jeff Schneider -
9. Approve HPS Foundation Memorandum of Understanding - Jeff Schneider -
10. Approve summer activity camps - Lawrence Tunks -
11. Approve Student Foreign Travel preparation - Lawrence Tunks -

12. Approve lunch prices, ticket prices and student fees for 2021-2022 school year - David Essink -

13. Approve proposal for asbestos removal at Morton building - Trent Kelly -

14. Approve Classified Staff pay increases - David Essink -

15. Approve revised Classified Salary Schedule/Appendix A - David Essink -

16. Add 1.0 Middle School Tech Paraeducator position - Jeff Schneider -

17. Add 7.0 FTE Certificated positions (1.0 per building) - Jeff Schneider -

18. Approve Administrative pay increases - Jeff Schneider -

19. Approve the Superintendent's contract for 2021-2022 - Jim Boeve & John Bonham -

20. Approve Substitute Teaching Rate for 2021-2022 - David Essink -

21. \*Consent Agenda - David Essink -

22. Reminders - Jim Boeve -

23. Executive Session - Jim Boeve -

24. The Board of Education returned to Open Session at p.m. - Jim Boeve -

25. Adjournment - Jim Boeve -

**\*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.***



TRI-CITY  
  
**Ascend**  
ACADEMY

*Lifting Leaders*   

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# Schedule

<b>Kearney</b>	<b>Hastings</b>	<b>Grand Island</b>
<a href="#">Kearney Calendar 21-22</a>	<a href="#">Hastings Calendar 21-22</a>	<a href="#">Grand Island 21-22</a>

<b>Kearney Participant</b>	Grand Island (Aug- October 15) Hastings (October 18 - Christmas Break)
<b>Hastings Participant</b>	Kearney (Aug- October 15) Grand Island (October 18 - Christmas Break)
<b>Grand Island Participant</b>	Hastings (Aug- October 15) Kearney (October 18 - Christmas Break)

<b>July 29th</b>  Superintendents lead	<p>Administrative Days (Register as a student membership)</p> <ul style="list-style-type: none"> <li>● Welcome (Reserve one evening/late afternoon for cross-district meeting) <a href="#">Tri City Alliance Ascend Powerpoint</a> <ul style="list-style-type: none"> <li>○ Where? Who?</li> </ul> </li> <li>● Overview - Superintendents lead</li> <li>● Identity Tree Activity -- send prior to meeting</li> <li>● Gallup -- Strengthsfinder -- give out at meeting</li> <li>● Brief Overview: Nebraska Principal Standards -- Toni, Bob, Chelsea</li> <li>● Internship expectations, schedule</li> <li>● Meet with individual for partnership - logistics, norms</li> </ul>
<b>August 26th</b>  Superintendents lead	<p>8-10:00 via zoom</p> <ul style="list-style-type: none"> <li>● Welcome</li> <li>● <a href="#">Identity Tree Activity</a> <ul style="list-style-type: none"> <li>○ <a href="#">Directions</a></li> </ul> </li> <li>● Strengthsfinder</li> <li>● Putting it all Together <ul style="list-style-type: none"> <li>○ First Days on the Job <ul style="list-style-type: none"> <li>■ Staff Communication</li> <li>■ Community Stakeholders</li> </ul> </li> </ul> </li> <li>● (NPS) Setting a Culture and Vision for Learning (<b>Maybe August</b>) <ul style="list-style-type: none"> <li>○ Lead Learner (Instructional Leadership)</li> <li>○ Creating Buy-in</li> <li>○ Establishing Trust</li> <li>○ Effective Communication</li> <li>○ The Do's and Don'ts</li> </ul> </li> <li>● <b>Project Description and Action Steps:</b> EAB Research-<a href="#">Principal Leadership</a></li> </ul> <p>10:00-end of day shadow in district</p>

<p><b>September 30th</b></p> <p>Kearney leads</p>	<p>8-10:00 via zoom</p> <ul style="list-style-type: none"> <li>● Welcome</li> <li>● Identity Tree Activity</li> <li>● Strengthsfinder</li> <li>● Leading for Continuous Improvement <ul style="list-style-type: none"> <li>○ Leveraging Time</li> <li>○ Leveraging Data <ul style="list-style-type: none"> <li>■ Identifying Goals</li> <li>■ Monitoring Progress</li> <li>■ Coaching and leading change-using data</li> </ul> </li> <li>○ Equity Focus and Bias Analysis</li> </ul> </li> <li>● Operations and Management (Organizing and resourcing to support equity)</li> </ul> <p>10:00-end of day shadow in district</p>
<p><b>October 28th</b></p> <p>Grand Island leads</p>	<p>8-10:00 via zoom</p> <ul style="list-style-type: none"> <li>● Welcome</li> <li>● Identity Tree Activity</li> <li>● Strengthsfinder</li> <li>● What is Equity-Driven Leadership? <ul style="list-style-type: none"> <li>○ The definition.</li> <li>○ Leadership Actions <ul style="list-style-type: none"> <li>■ What does it look like, sound like, and feel like?</li> <li>■ Equity-driven Leadership Article Review/Case Study</li> </ul> </li> </ul> </li> </ul> <p>Courageous conversations</p> <ul style="list-style-type: none"> <li>○ Dealing with Staff Challenges</li> <li>○ Coaching, Feedback and Evaluation</li> </ul> <p>10:00-end of day shadow in district</p>
<p><b>December 9th</b></p> <p>Hastings leads</p>	<p>8-10:00 via zoom</p> <ul style="list-style-type: none"> <li>● Welcome</li> <li>● Identity Tree Activity</li> <li>● Strengthsfinder</li> <li>● Staff Development and Support <ul style="list-style-type: none"> <li>○ Building and Sustaining Positive Relationships Among Staff</li> <li>○ Collective Efficacy</li> </ul> </li> </ul> <p>The Interview (Mock Interviews?)  Afternoon session with district/building leaders</p> <p>Program Graduation/Celebration -- Dinner Activity</p> <ul style="list-style-type: none"> <li>■ Feedback</li> <li>■ Certificates</li> <li>■ What's Next?/Future Networking</li> </ul>

**Continued Professional Cohort Opportunities:**

January  
February  
March  
April

# The ASCEND Academy Overview

## Tri-City Alliance

### PURPOSE STATEMENT

The purpose of the ASCEND Academy is to ensure equitable learning for all our students by investing in school leader development as impactful levers for learning improvement.

### THEORY OF ACTION

School success and the solutions to equity challenges are dependent on the leader in the school.

- School leaders are uniquely positioned to address the equity challenges in our schools; they can identify the challenges with data and build the vision and capability to close gaps.
- Powerful principals have been heroes in our current pandemic crisis.
- No school can improve without a great principal--they are the lynchpin.
- Leadership development is a pipeline continuum and begins with identifying and supporting equity-driven teacher leaders in our districts.

The practice of the ASCEND Academy is informed by the 7 integrated domains of The Wallace Foundation *Principal Pipeline Learning Community*. These include:

A central focus on equity challenges and what leaders can do to ameliorate them

- Selectivity--a process for identifying leadership potential
- Real time learning in action through performance-based experiences
- High quality expertise development through the development of equity commitments, leadership thinking, and effective practices

### GOALS

The goals are to deepen the resource capacity of the Tri-City Alliance for equity-driven leaders. ASCEND recognizes that that leadership preparation is a continuous process of development from teacher leaders to school assistant principal and principals to central office leaders. Specific goals include:

Identify high potential emerging leader candidates.

- Support leadership growth and expertise with real-time, effective learning experiences.
- Ensure a bench of principal ready candidates who can step in and lead schools in any of the Tri-City districts.
- Prepare principal-ready candidates who are uniquely positioned to address the equity learning needs of their communities.
- Utilize partnership relationships with NDE, ESUs, and higher education principal preparation partners.
- Develop a scalable model that could support other rural districts in Nebraska.
- Leverage resources from multiple sources for program support.

### PARTICIPANTS

- Number of Participants - 3
  - Grand Island - 1
  - Kearney - 1
  - Hastings - 1
- Diverse group

**Applicant Criteria:**

- Hold Administrative Certification **or** are within 18 months of program completion
- Commitment to the Tri-Cities region
- Currently employed in one of the Tri-Cities districts (Hastings, Kearney, Grand Island)
- Aspiration to be a principal in the Tri-Cities districts
- Demonstrated leadership
- Demonstrated commitment to equity

### **Selection process:**

#### ASCEND applications open

- Formal application completion

#### ASCEND applications due

- Application review by each district
  - Use NDE standards as the lens, emphasizing
    - *Professional ethics & advocacy*
    - *Continuous Improvement*
    - *Vision for learning*

#### Interviews for ASCEND begin

- Interview team composition
  - 1 principal from each district - 3 Total
  - 1 district leader from each district - 3 Total
- Interview process
  - Questions aligned with prioritized NDE Leader Standards
    - *Culture for Learning*
    - *Vision for Learning*
    - *Staff Development & Support*
  - Questions include 2 or more scenarios
    - Example - *You have a PLC that is not effectively functioning. What will you do?*
  - Interview team recommends top candidates to superintendents for final interview
    - Each recommended candidate will meet with their respective superintendent for a 1:1 final interview

#### Selected ASCEND Candidates Notified

- Commitment letter signed by candidate
  - District commitment to candidate
  - Candidate commitment to districts
- Anchor item
  - ASCEND pin
  - ASCEND ball cap, t-shirt

# The **ASCEND Academy Application**

Name:

District:

- Letter of recommendation from current principal or supervisor
- Essay: "Why do you want to be an educational leader and what difference can you bring to the ASCEND leadership experience?"
- Response to: Leadership Standards [Scenario](#)
- Resume to include: Administrative, Teacher, and Community leadership

Application will be built in the online application system.

## **AGREEMENT FOR LOAN OF EMPLOYEE**

This Agreement is made by and between Adams County School District 01-0018, a/k/a Hastings Public Schools (hereinafter referred to as "HPS"), and The Foundation for the Hastings Public Schools (hereinafter referred to as "THE FOUNDATION"). HPS has as its primary place of business 1924 West A Street, Hastings, Nebraska 68901. THE FOUNDATION has as its primary place of business 1924 West A Street, Hastings, Nebraska 68901. The addresses of the parties may be changed from time to time by providing notice to the other party. This Agreement supersedes any previous agreements by the parties regarding the loan of an employee.

**WHEREAS**, the parties hereto desire to cooperate with each other on the basis of mutual advantage to provide an HPS employee (hereinafter referred to as 'The Loaned Employee') for THE FOUNDATION's use to assist it in its mission to support HPS; and

**WHEREAS**, in the past, HPS has benefited from its relationship with THE FOUNDATION and wishes to continue to foster that relationship into the future; and

**WHEREAS**, HPS recognizes that the School District will receive additional positive benefits through a Loaned Employee Program (the "Program") with THE FOUNDATION:

**NOW, THEREFORE**, in consideration of the mutual promises of the parties hereto, it is agreed as follows:

**1. TERM OF THE AGREEMENT.** Except as otherwise provided herein, this Agreement shall commence on March 22, 2010, and continue through August 31, 2010 (the "Initial Term"), and shall, thereafter, automatically renew for additional one-year terms ("Renewal Term(s)"), with the initial Renewal Term to commence September 1, 2010, and end on August 31, 2011, and all subsequent Renewal Terms to commence September 1 of each year and end on August 31 of each year thereafter.

**2. EMPLOYMENT STATUS OF LOANED STAFF PERSON.** HPS, in its sole and absolute discretion, retains the right to hire, employ, and terminate the employment of the Loaned Employee. The Loaned Employee in the Program shall remain a classified "at-will" staff member of HPS during the term of this Agreement, subject to all terms and conditions of employment of HPS for such class of employee to which the Loaned Employee is ultimately assigned by the HPS Superintendent of Schools. The Loaned Employee shall receive his/her full compensation and benefits from HPS and shall be under the primary supervision of the HPS Director of Human Resources and the general supervision of the HPS Superintendent of Schools. HPS shall develop job descriptions for the Loaned Employee, which may be amended from time to time.

**3. USE OF LOANED EMPLOYEE.** The Loaned Employee will be made available to THE FOUNDATION for purposes of fulfilling its mission of supporting HPS. The Loaned Employee will be available to THE FOUNDATION during the period of this Agreement at the full time equivalency (F.T.E.) and at times mutually agreeable to, and as assigned by, HPS. The Program Administrators of HPS and THE FOUNDATION shall, from time to time, cooperate and use their best efforts to develop a mutually agreeable Program arrangement for the Loaned Employee.

**4. PAYMENT AND BILLINGS.** THE FOUNDATION agrees to, and shall reimburse HPS for, the actual costs of 82% of the Loaned Employee's salary (Executive Director) and benefits incurred by HPS. For illustration purposes, the calculation of such costs on an annual full-time (12-month) basis is currently estimated as follows:

Anticipated F.T.E. Split:	Based on Percentage of Total Cost for Position
	Total Estimated Cost w/SS & Retirement = \$64,350
	Contract with Foundation = \$52,767 Annually/\$4397.25 per Month (82%)

Such costs and the required reimbursement of THE FOUNDATION hereunder are subject to change at any time during the Initial Term or any Renewal Term of this Agreement at such time as the Loaned Employee's salary and benefits with HPS change or increase. Unless otherwise mutually agreed by the Program Administrators, HPS shall prepare billing statements during the Initial Term or any Renewal Term, as it deems necessary, for timely reimbursement purposes and forward them to THE FOUNDATION at the address listed in this Agreement. THE FOUNDATION agrees that it will remit, within thirty (30) days of the receipt of a billing statement, the reimbursement amount due consistent with the terms of this Agreement. The Program Administrators may, from time to time, examine the F.T.E. split and THE FOUNDATION's contribution as provided herein and use their best efforts to adjust the same, as necessary. The parties acknowledge that the Loaned Employee Program hereunder may not be fully implemented until May or June of 2010. In such event, the full reimbursement share of THE FOUNDATION due to HPS hereunder shall be prorated on a monthly basis to begin on the month of full implementation. In addition, prior to full implementation, the Loaned Employee Program hereunder may be initiated for a few hours per week; and, during this period of time, the parties agree to pay a fair share allocation of the Loaned Employee's actual costs as agreed to by the Program Administrators.

**5. INDEMNIFICATION.** The parties hereto agree to indemnify and hold one another harmless, to the fullest extent allowed by law, against all losses, claims, damages, and expenses, including attorneys' fees, arising out of, or resulting from, the performance of this Agreement by HPS and THE FOUNDATION.



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**4. PAYMENT AND BILLINGS.** THE FOUNDATION agrees to, and shall reimburse HPS for, the actual costs of 100% of the Loaned Employee's salary (Administrative Dev. Dir.) and benefits incurred by HPS. For illustration purposes, the calculation of such costs on an annual full-time (12-month) basis is currently estimated as follows:

Such costs and the required reimbursement of THE FOUNDATION hereunder are subject to change at any time during the Initial Term or any Renewal Term of this Agreement at such time as the Loaned Employee's salary and benefits with HPS change or increase. Unless otherwise mutually agreed by the Program Administrators, HPS shall prepare billing statements during the Initial Term or any Renewal Term, as it deems necessary, for timely reimbursement purposes and forward them to THE FOUNDATION at the address listed in this Agreement. THE FOUNDATION agrees that it will remit, within thirty (30) days of the receipt of a billing statement, the reimbursement amount due consistent with the terms of this Agreement. The Program Administrators may, from time to time, examine the F.T.E. split and THE FOUNDATION's contribution as provided herein and use their best efforts to adjust the same, as necessary. The parties acknowledge that the Loaned Employee Program hereunder may not be fully implemented until May or June of 2010. In such event, the full reimbursement share of THE FOUNDATION due to HPS hereunder shall be prorated on a monthly basis to begin on the month of full implementation. In addition, prior to full implementation, the Loaned Employee Program hereunder may be initiated for a few hours per week; and, during this period of time, the parties agree to pay a fair share allocation of the Loaned Employee's actual costs as agreed to by the Program Administrators.

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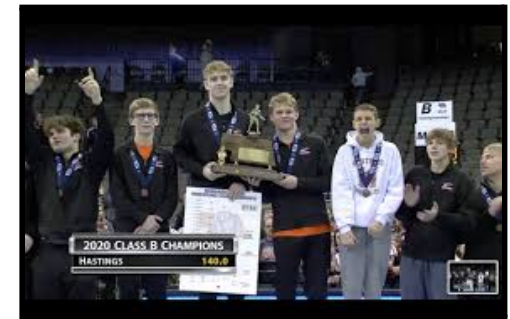
Register online at the HPS revtrak store - <https://hastingspublicschools.revtrak.net/> then select “Summer Activity Camps”  
Please contact the HHS office to request for financial assistance, if needed.

Camp	Grades	Dates	Times	Cost	Location	Contact
Strength and Conditioning	Boys 9-12 Girls 9-12 HMS B/G 6-8	June 1-July 31 *Session date & time we will assigned by sport*	6:30am-12pm 6pm-8pm 10:30am-12pm	\$30	HHS Wt. Room	Charlie Shoemaker <a href="mailto:charlie.shoemaker@hpstigers.org">charlie.shoemaker@hpstigers.org</a>
Boys Basketball	Grades 9-12 Grades 6-8 Grades 1-5	June 1-4 June 14-16 June 14-16	1pm-4pm 2pm-3:30pm 1pm-2pm	\$50 \$40 \$30	HHS North Gym	Drew Danielson <a href="mailto:drew.danielson@hpstigers.org">drew.danielson@hpstigers.org</a>
Girls Basketball	Grades 8-12 Grades 4-7	June 1-4 June 1-4	10am-12pm 9am-10:30am	\$30	HHS North Gym	Greg Mays <a href="mailto:greg.mays@hpstigers.org">greg.mays@hpstigers.org</a>
Football	Grades 9-12	July 21-22	6pm-8pm	\$30	HHS Fields	Charlie Shoemaker <a href="mailto:charlie.shoemaker@hpstigers.org">charlie.shoemaker@hpstigers.org</a>
Volleyball	Grades 3-8 Grades 9-12 Grades 9-12	June 7-9 June 8th (VCN Camp) June 9-10	1pm-3pm 9-11:30am & 1-3pm 9-11:30am	\$30 \$40 \$20	HHS North Gym	Allison Soucie <a href="mailto:allison.aldrich@hpstigers.org">allison.aldrich@hpstigers.org</a>
Softball	Grades 9-12 Ages 10 and U	July 13-15 June 14-16	8am-10am 8am-9:30am	\$30	Smith Complex	Ashley Speak <a href="mailto:ashley.speak@hpstigers.org">ashley.speak@hpstigers.org</a>
Boys/Girls Soccer	B/G Grades 3-8	May 25-28	9am-11am	\$30	HHS Soccer Fields	Melissa Everson <a href="mailto:melissa.everson@hpstigers.org">melissa.everson@hpstigers.org</a>
Orchestra	Grades 4-12	June 1-25	9am-1pm	\$75	HMS Music Room	David Bernard-Stevens <a href="mailto:david.bernard-stevens@hpstigers.org">david.bernard-stevens@hpstigers.org</a>
Band	Grades 4-7	June 1-25	9am-1pm	\$75	HMS Music Room	Tom Michalek <a href="mailto:tom.michalek@hpstigers.org">tom.michalek@hpstigers.org</a>
Boys/Girls Tennis	Grades 3-8 Grades 9-12	June 14-17	8am-10am 10am-12pm	\$30	HHS Tennis Courts	Roger Sunderman <a href="mailto:roger.sunderman@hpstigers.org">roger.sunderman@hpstigers.org</a>

# 2021 HPS Summer Activity Camps



#Every1aTiger



# Teacher Proposing Travel: Megan Ruby

## Travel and Family-Stay Program Costa Rica 2021-2022

1. What purpose will this travel address?

This travel is essential to higher level learning within the Spanish language. Students are immersed in culture and will be staying with host families for part of the trip to enhance their Spanish language skills.

2. How is this purpose related to the learning of the classroom?

The sponsors and guides all speak Spanish the entire time. This forces students to speak in the target language. Therefore, they are constantly learning and building confidence in their skills. Students get to understand the culture and unique ecosystems in Costa Rica through tours of an animal rescue and ecotourism excursions. Students are tested and placed in appropriately leveled classrooms to improve their language skills. The teachers in these classes speak Spanish only and use unique methods to expand each students vocabulary at their personal level of understanding. This allows us to travel with students who are in either year three or four of language acquisition.

3. What is the itinerary for this travel project from beginning to end?

We plan to travel from March 10th to March 19th.

March 10th Fly from Omaha to San Jose. Transport to lodging for the night

March 11th Travel to Puerto Viejo. Jaguar animal rescue tour.

March 12th Beach time in Puerto Viejo

March 13th Transport to Cahuita for National Park tour and snorkeling (weather permitting). Travel to Turrialba and meet host families.

March 14th First day of Spanish classes at AEC, shopping in El Centro

March 15th Spanish language classes, then Canyoning and Ziplining near the school

March 16th Spanish language classes, then Latin dance lessons

March 17th Spanish Language classes, Spanish cooking classes

March 18th Rafting the Pacuare river

March 19th Transport to the San Jose airport and back to Omaha.

4. Are commercial agents involved?

Yes, we work with ISLS a travel and education planning company, Explornatura, a tour guide and excursion company and Cahuita Tours for our tentative snorkeling (weather permitting) and National Park tour. Obviously we will work with a commercial airline as well. In the past we have traveled with Delta Airlines.

5. What arrangements need to be made for food, lodging, and transportation?

Students will be responsible for meals in the airport and any snacks or meals they would like to buy in Turrialba on shopping day. Other than the airport meals, all meals will be provided within the trip costs.

6. How will students be supervised on this trip?

We will have one adult sponsor for every 7 students. We will be with them for everything except during their home stay, where they will be supervised by a Costa Rican family. These families are background checked and employed by the language school located in Turrialba. Students will be allowed to walk around the town square and shop, but we will also be in the general vicinity (think Downtown Hastings size wise).

7. What will the trip cost the District?  
\$3140 if a third sponsor is required due to a large number of students traveling. Substitute teachers for two or three teacher sponsors for 5 school days (according to the tentative 2021-2022 schedule).
8. What will this trip cost individual students and/or their parents?  
\$3140 per student plus tip money for our tour guides, baggage fees (usually \$30 per trip, however, they CAN be avoided by packing only a carry on), meals in the airports and spending money for any souvenirs.
9. What fundraising activities are planned to cover District and/or individual student costs?  
Students will have the opportunity to participate in two fundraisers before the trip. The first will be in the Spring of 2021 and the second will be in the Fall of 2021. Students may also apply for a partial scholarship through our foreign language fundraising in previous years.
10. How will the trip be evaluated?  
After we travel our students all take a survey about their experiences in Costa Rica and all of the activities. This is how we decide which activities we will keep from trip year to trip year. We have had VERY successful trips where students learned a great deal about Costa Rica, the Spanish language and ultimately themselves. It's truly a beautiful, life changing experience. We have had such good trips that we successfully brought home 22 students and 3 sponsors at the beginning of a global pandemic. :-)
11. Are there pre-travel meetings that students must attend?  
Absolutely! At sign up, students and parents must attend a meeting to learn about the costs, payment schedule, trip itinerary and expectations before and during the trip. Then we have meetings every month or two to check in with students about payments, preparations and expectations as well as answer any questions they may have prior to leaving the country. Prior to leaving the country we have another student and parent meeting for them to sign the Code of Conduct and hear a speech about HHS's expectations from Dr. Szlanda. We also have parents sign a travel authorization form and have it notarized by our own Heidi Smith.

Name of Teacher Proposing Travel : Tamara Ceerle

Travel Project Title : Travel and Family-Stay Program in France 2022

1. What purpose will this travel address ?

Students will have the opportunity to stay with a French family and will be able to improve their speaking skills by being immersed in the language and using it in a natural environment. Through this immersion, students will experience French culture as they view and participate in the daily family routine. Students will also have the opportunity to visit Paris and experience the culture by using the subway and visiting major museums and monuments that they have studied in class.

2. How is this purpose related to the learning of the classroom ?

Students will be given a first-hand opportunity to develop an understanding and appreciation for the French language and culture through a family stay and in-depth cultural visit of Paris. Through this, students will be able to compare the French culture with their own. Students will also be immersed in the language and will be able to put to use what they have learned in the classroom.

3. What is the itinerary for this travel project from beginning to end ?

Travel Dates: Thursday, March 10 - Saturday, March 19, 2022

Day 1 Depart for Paris

Day 2 Arrive in Paris / take bus tour of Paris / take train to Tours / arrive in Tours / meet family stay coordinator and families at the train station

Day 3 Family Stay / weekend activities with family

Day 4 Family Stay / weekend activities with family

Day 5 Family Stay / go to school with host student

Day 6 Family Stay / go to school with host student

Day 7 Meet back at train station / return to Paris / visit monuments

Day 8 Visit Paris monuments

Day 9 Visit Paris monuments

Day 10 Return to Hastings

4. Are commercial agents involved ?

The travel company, Language & Friendship, Inc. will provide :

- Round trip air transportation
- Travel within France (train, subway)
- Arrange family stays for students and sponsors through coordinator in France
- Arrange hotel in Paris

5. What arrangements need to be made for food, lodging, and transportation ?

All lodging will be arranged by the travel company and is included in the program cost. Breakfast is included as well as the Farewell dinner. Students will be responsible for 6 meals. Students will need to pay for lunch the day of arrival. They will be responsible for 3 lunches and 2 dinners while in Paris as well as any meals they choose to eat at the airports. All transportation between Omaha and Paris and transportation in France is being arranged by the travel company and is included in the cost of the trip.

Students will need school transportation to / from the airport in Omaha.

6. How will students be supervised on this trip ?

Students and HHS supervisors will stay in selected family stays that have been approved by a trained coordinator, where they are expected to observe the strict codes of conduct of both the travel company and HHS. During the weekend, students are under the supervision of their host parents. Many families will show their student around the city of Tours as well as near-by sites. Other families may attend sporting events and have other daily activities that the students will participate in. On Monday and Tuesday, the students will attend school with their host siblings and will be in the care of their family in the evening. HHS supervisors will also be in contact with host parents by phone to further ensure that students are obeying the guidelines. When not with HHS supervisors, students have phone numbers to contact HHS sponsors if needed. The final 3 days of the trip, students will be with HHS supervisors during the day and will be closely supervised at the hotel at night.

7. What will the trip cost the District ?

- Bus transportation to / from Omaha Eppley Airfield
- Cost of substitute teacher for 5 days per sponsor
- Partial cost for extra supervisor if more than 15 students  
(2 sponsors are figured into the price of our trip and I have not needed any additional sponsors / funds the past several trips)

8. What will this trip cost individual students and/or their parents ?

Approximately \$3500

9. What fund raising activities are planned to cover district and/or individual student costs ?

One fundraiser is held each school year in which all students have the opportunity to participate.

Students also have the opportunity to apply for a partial scholarship through the travel company if their family meets the scholarship criteria.

Students may apply for the Elaine Lamski Memorial Foreign Travel Grant.

10. How will the trip be evaluated ?

-All students will complete post-trip evaluation forms.

-All students are required to fill out a journal which asks them to compare school schedules, family activities, culture similarities / differences etc. . . These are turned in for a grade.

11. Are there pre-travel meetings that students must attend ?

-All students / one parent must attend informational meeting Mar, 2021

-All students / one parent must attend meeting in Feb, 2022

-All students must attend final pre-departure meeting Mar, 2022

-Required weekly student meetings starting Feb, 2022 up until time of departure

Name of Teacher Proposing Travel: Eric Garchow

Travel Project Title: Travel and Family-Stay Program in Germany/Austria 2022

1. What purpose will this travel address?

Students will have the opportunity to stay with a German family. They will be able to improve their speaking and comprehension skills by being immersed in the German language and experience daily life in a culture different from their own. Students will also have the opportunity to visit Vienna, Austria, where they will experience life in a major European city and visit numerous places of historical and cultural significance.

2. How is this purpose related to the learning of the classroom?

Students will have a first-hand opportunity to develop an understanding of and an appreciation for German and Austrian language and culture through the family stay experience and through an in-depth cultural and historical exploration of Vienna. Students will make comparisons between Germanic culture and their own, and increase their ability to communicate in German.

3. What is the itinerary for this travel project from beginning to end?

Day 1: (Tentatively March 10): Depart for Austria

Day 2: Arrive in Vienna/check in at hostel

Day 3: Cultural and Historical visit to Vienna

Day 4: Cultural and Historical visit to Vienna

Day 5: Travel to host family town/city (TBD, likely Southern Germany)

Day 6: Attend school/activities with host family

Day 7: Attend school/activities with host family

Day 8: Attend school/activities with host family

Day 9: Attend school/activities with host family

Day 10: (Tentatively March 19): Return to Hastings

4. Are commercial agents involved?

The travel company (Xperitas (formerly ISE)) will provide:

- Round-trip air transportation
- Transfer from airport to family stay
- Host family arrangements with coordinator in Germany
- Travel from host community to Vienna
- Hostel arrangements in Vienna

5. What arrangements need to be made for food, lodging, and transportation?

Students will be responsible for six meals during the trip, as well as any meals they choose to eat at the airport. These six meals will be in Vienna. Host families will provide meals for students during the family stay. The travel company will make all lodging arrangements. Students will stay in the homes of their host families and at a hostel in Vienna. The travel company will handle all international and intercity transportation, and the HHS supervisors will arrange all transportation within the city of Vienna.

6. How will students be supervised on this trip?

Students will stay with German families that have been approved by a trained coordinator. The travel company will inform these families of the codes of conduct of both HHS and the travel company. Students will be supervised by their host families and by the faculty of the local school. HHS supervisors will have cell phones and remain in contact with the host families regarding student behavior according to the strict codes of conduct. In Vienna, students will be with HHS supervisors during the day and closely supervised at the hostel at night.

7. What will the trip cost the District?

- Partial/full cost of an extra supervisor (dependent on final number of participants. Full cost is approximately \$3,750)
- Bus transportation to and from Omaha Eppley Airfield
- Substitute teachers for 4-5 school days

8. What will this trip cost individual students and/or their parents?

The cost of the trip will be between \$3,600-3,900 per student.

9. What fundraising activities are planned to cover District and/or individual student costs?

Students will have the opportunity to participate in two fundraisers before the trip. The first will be in the Spring of 2021 and the second will be in the Fall of 2021. Students may also apply for a partial scholarship through the travel company.

10. How will the trip be evaluated?

All students will complete post-trip evaluation forms. All students will also complete a journal that asks them to reflect on cultural and linguistic similarities and differences. This journal will be graded.

11. Are there pre-travel meetings that students must attend?

- All students and at least one of each of their respective parents must attend informational meeting in February 2021 (alternative arrangements may be made for social distancing to avoid an in-person meeting, and to account for parents and students who attended the February 2020 meeting)
- All students and at least one of each of their respective parents must attend meeting in February 2022 for critical departure information
- All students must attend final pre-departure meeting in late February/early March 2022

To: Administration / Board Members  
From: Foreign Language Travel Coordinators  
Date: 1-28-21  
RE: 2022 Travel Requests

Administration and Board Members:

We appreciate the support that you have given us the past several years for our foreign travel program and we ask for your flexibility as you consider our travel requests for next year. We are requesting travel for all three languages. We know it is not ideal, as we have established a system of the French and German traveling one year and Spanish traveling the next. However, because of COVID, the French and German trips that were scheduled to take place this year had to be canceled. With our alternate year rotating system, current French and German students who are juniors would not have the opportunity to travel if we continue on our normal track and wait to travel in 2023.

We are working to find a way to get back to our original rotation. We are looking at the possibility of German and/or French students traveling two years in a row. We will not know if this is an option until we start to sign up students for next year's trips. It depends on how many students sign up to travel and there is no way to know exact numbers until students make their downpayment. We have a huge number of students that show a great interest in traveling but they often cannot make it work financially. We will continue to explore ways to get back to an alternating schedule.

Respectfully,

Tamara Ceerle  
Eric Garchow  
Megan Ruby

COVID-19 Related Questions  
Re: 2021-2022 Foreign Language Travel Trips

- 1) What if a fundraiser happens and the trip is canceled?
  - a) Prior to the established cut-off date (i.e. Nov. 1)?  
If the trip is canceled the funds are moved to the following trip.
  - b) After the established cut-off date?  
Same as above.
  - c) If after the established cut-off date, how much money is non-refundable?  
Each company has a cancelation policy. The date a trip is canceled determines the amount of money that is refundable.

Another possibility with leftover funds would be to use towards a scholarship.

- 2) What if a student tests positive for COVID immediately prior to the scheduled date?
  - a) Will that student receive a partial refund?
  - b) Will that student receive a full refund?  
Students/families can purchase additional insurance so that they are covered in case the trip is canceled. We are looking into the cost of this.
- 3) What protocols are in place in the event a student or sponsor tests positive prior to returning to the U.S.?
  - a) Will the student or sponsor be charged additional fees for lodging, flight changes, etc...? For lodging yes. For flights possibly. I had a student become ill in Newark on the return from France in 2017. I went with the student to the emergency room while my other sponsor returned with the group. We were treated, spent the night and returned home the following morning. There was no charge to change our flight.
- 4) If a sponsor tests positive immediately prior to the scheduled date, how will the travel company support the student group?
  - a) Will there be additional fees for the company to assign an employee to provide coverage?  
If this happened, we would work with the travel company to have someone substitute in our place (we will have a plan ahead of time). There would be a charge to change the name on the ticket.
- 5) What financial assurances will the companies provide the district and students due to COVID-related issues?  
The company uses information on the U.S. Department of State, the CDC and WHO websites as well as gathering information from their overseas connections to decide actions that need to be taken to ensure the safety

of students during the program.

- 6) What protocols and plans are the travel companies developing to address COVID-19?
  - a) ...before the trip? Students will be responsible for covering charges for COVID-19 testing, documentation and/or immunization
  - b) ...during the trip? Same as above
  
- 7) What additional information can the travel companies provide the district prior to planning?

Same as question five. The company needs to keep monitoring the situation as it is constantly changing.

This past year we had students that were signed up to travel and we canceled our trips by the deadlines necessary to prevent the students from losing money. We will continue to monitor the situation over the next several months as it continues to evolve. We have several students that have fundraised the past few years to travel and have planned for this experience but we will do what is best for our students. If it were necessary to cancel the trip in the fall again, we would do so.

- The Foreign Language Department will determine arbitrary "checkpoints" throughout the year to follow-up on our questions, reexamine the current status of travel to the different countries at each checkpoint, vaccine requirements, etc... For example, we could set a checkpoint in June, August, October, and so on. Again, it would be to reevaluate the situations, restrictions, and anything else that we might come across.
- The Foreign Language Department will monitor restrictions and requirements, particularly as they relate to vaccine requirements. They would communicate to students & parents regularly, perhaps after each checkpoint.
- The Foreign Language Department will be clear to students & parents that Board approval does not necessarily mean the trip *will* happen for sure. It would just mean that we are planning for it to happen and we're working towards that. It's always a possibility that it could be postponed again as there are so many factors that are unpredictable.

Instruction

Travel

Regulations for Field Trips

1. All field trips, and the arrangements for them, must have the approval of the building principal or the principal's designee in a manner specified by the building principal. Learning activities requiring students from multiple elementary buildings to travel shall be approved and coordinated with the Director of Curriculum or the Director's designee. Trips requiring overnight arrangements shall be limited to students in grades seven through twelve unless approved by the Superintendent.
2. The purpose of the field trip must be clearly defined, related to an essential classroom learning, meaningful and appropriate for students, and of high quality. Field trips shall not be used to punish students but may be used as an incentive to improve student performance as long as the criteria for participation is applied and communicated to all eligible students in a timely fashion prior to the time of the trip. The itinerary for the trip is to match the purpose of the trip. In addition, the total time necessary for travel must not exceed the time available for students to directly engage in learning.
3. The cost of a field trip shall be determined in advance, and each building principal has the responsibility to see that the cost associated with the trip is reasonable and appropriate.
4. School employees shall appropriately supervise each field trip so that good student discipline is maintained both while traveling and while students are engaged in learning. As determined by the teacher and the Building Principal, a parent or an appropriate adult may help with field trip supervision under the direction of the teacher. Unless otherwise determined by the Building Principal, the additional non-school supervisor to student ratio shall be approximately one per class section. Prior to the field trip, the criminal background of the parent or adult selected to serve as an additional supervisor must be checked and acceptable to the District.
5. Each child who goes on a field trip must have written parental consent, and parents must be notified in advance of the field trip about the arrangements for the field trip. Such parental notification, however, shall not be initiated before obtaining appropriate administrative approval for the trip.

6. Arrangements for school bus transportation will be made well in advance, as directed, and without disrupting regular school bus schedules. The school bus safety code will govern the behavior of students while on the bus. Trip sponsors are responsible for the conduct of students while on the bus and while students are engaged in the learning activity.

7. Alcohol use, drug use, or other activities that place the student, other students, supervisors/sponsors, the public, or property at risk are strictly prohibited. Students who use alcohol, drugs, and/or act in a way that places the student, other students, supervisors/sponsors, the public, or property at risk shall receive a long-term suspension and/or expulsion from school upon their return from the trip. Each incident will be evaluated by the building principal to determine the appropriate consequences for the student or students involved in such misconduct.

8. Students, teachers, and the building principal will evaluate each field trip. A brief, written, evaluative summary of each trip is to be provided by the teacher to the building principal in a fashion specified by the principal.

#### Regulations for Domestic and Foreign Travel

1. All domestic and foreign travel shall have the recommendation of the building principal and the Superintendent before such travel will be considered by the Board of Education. Domestic and foreign travel shall not be used to punish students, but may be used as an incentive to improve student performance as long as the criteria for participation is applied and communicated to all eligible students in a timely fashion prior to the time of the trip. Approval for domestic or foreign travel shall be by an affirmative vote of the Board of Education at a regular or special meeting of the Board.

2. Domestic travel, travel involving an overnight stay, will be restricted to students in grades seven through twelve. Foreign travel will be restricted to students in grades nine through twelve unless otherwise approved by the Superintendent.

3. The purpose for such travel must be clearly defined, related to an essential classroom learning, meaningful and appropriate for students, and of high quality. The following must be submitted, in writing, to the building principal to begin the process of consideration:

- the purpose and rationale for travel;
- a complete travel itinerary;
- an explanation of the involvement of commercial agents (their obligations and any agreements to be entered into);
- arrangements for food and lodging;
- transportation arrangements;

- a plan of supervision, including the number of supervisors;
- all direct costs and an estimate of associated costs; and
- the method of evaluation.

4. Every effort should be made to provide all willing and qualified students with an opportunity to participate in such travel by eliminating, or substantially reducing, any financial cost to the student. If cost cannot be eliminated, sufficient time prior to the time of travel shall be provided to allow students a realistic opportunity to raise the money necessary to cover costs.

5. Supervision of traveling students shall be provided by a school employee. Parents and other adults may assist in such supervision as sponsors. Prior to the trip, the criminal background of the parent or adult selected to serve as an additional supervisor must be checked and acceptable to the District. For these types of trips, the following supervisor-to-student ratios will be used: A group of 15 students must have a minimum of 2 adult supervisors, a group of 16-24 students must have a minimum of 3 adult supervisors, and a group of 25-36 students must have a minimum of 4 adult supervisors. For larger groups on foreign travel, the maximum supervisor-to-student ratio must be 12 students to each adult plus one extra adult supervisor. Members of the school employee's family shall not be allowed to travel with the group unless qualified for such travel as a student of the Hastings Public Schools or unless as an adult sponsor. Travel supervisors and sponsors are responsible for student conduct at all times during the trip. Throughout the trip, supervisors/sponsors will have daily contact with each student and, when applicable, the adult host of the student to evaluate his or her situation and to monitor his or her experience. In addition to daily contact, the supervisors/sponsors will implement a logistically possible plan to contact a limited number of students in person. How students are selected for direct contact will be at the discretion of the supervisor/sponsor.

6. Unless specifically a requirement of a class, students shall voluntarily participate in such travel without receiving educational credit from the Hastings Public Schools for their participation.

7. Unless specifically a requirement of a class, class time shall not be used for planning or organizing such activities. This does not, however, prohibit brief initial announcements, interest assessment, or providing printed information about the travel opportunity through bulletins or postings approved by the building principal.

8. Each student who travels must have written parental consent, and parents must be notified well in advance about travel arrangements prior to the trip. Such parental notification, however, shall not be initiated before obtaining Board of Education approval. In addition, unless specified otherwise by the Superintendent upon the

recommendation of the lead sponsor and the building principal, only students in good standing academically ("on track" to be promoted or to graduate on time and a grade point average of C or higher in the class associated with the trip) and in good standing behaviorally (no prior school incidents involving alcohol use, drug use, or incidents involving long-term suspension and/or expulsion) shall be eligible for domestic or foreign travel.

9. Alcohol use, drug use, or other activities that place the student, other students, supervisors/sponsors, the public, or property at risk are strictly prohibited. Students who use alcohol, drugs, and/or act in a way that places the student, other students, supervisors/sponsors, the public, or property at risk shall receive a long-term suspension and/or expulsion from school upon their return from the trip. Each incident will be evaluated by the building principal to determine the appropriate consequences for the student or students involved in such misconduct.

10. Students, teachers, and the building principal will evaluate each field trip. A brief, written evaluative summary of each trip is to be provided by the teacher to the building principal in a fashion specified by the building principal.

Approved 12-21-98 Reviewed 12-20-10, 1-17-11 Revised 1-17-11,  
2-15-16

HASTINGS PUBLIC SCHOOLS

**Hastings Public Schools**  
***PROPOSED***  
**Breakfast/Lunch Prices for 2021-2022**

	<b>Paid</b>	<b>Reduced</b>	<b>Free</b>
<b>Lunch Prices</b>			
K-5 Lunch	<b>\$2.80</b>	\$0.40	\$0.00
6-12 Lunch	<b>\$3.05</b>	\$0.40	\$0.00
Extra Lunch Entrée	\$1.70	\$1.70	\$1.70
Chef Prepared Entrée (MS/HS only)	\$2.25	\$2.25	\$2.25
Extra Branded Pizza (EL) Extra Specialty Pizza (MS/HS only)	\$1.90	\$1.90	\$1.90
Extra Milk	<b>\$0.50</b>	<b>\$0.50</b>	<b>\$0.50</b>
<b>Breakfast Prices</b>			
K-5 Student	<b>\$1.70</b>	\$0.30	\$0.00
K-5 Student—Lincoln Elementary ONLY	FREE	FREE	FREE
6-8 Student	<b>\$1.95</b>	\$0.30	\$0.00
9-12 Student	<b>\$1.95</b>	\$0.30	\$0.00

\*Highlighted numbers indicate price change from prior year

## High School Fees 2021-2022

Art classes--\$15.00  
Personal Finance--\$15.00  
Food Science--\$15.00  
Nutrition--\$15.00  
Intro. T Design--\$15.00  
Textile Construction--\$15.00  
Intro. To Engineering--\$10.00  
Engineering Concepts--\$10.00  
Engineering Applications--\$10.00  
Architectural Drafting and Design--\$10.00  
Introduction to Manufacturing/Welding--\$30.00  
Advanced Manufacturing I--\$30.00  
Advanced Welding--\$30.00 plus cost for individual projects  
Advanced Manufacturing II--\$30.00  
Basic Cabinetry--\$15.00  
Advanced Furniture--\$30.00 deposit that goes towards project  
Construction Technology \$35.00  
Computer Usage Fee \$35.00

## High School Activities 2021-2022

Activity Participation Fee--\$35.00  
Punch ticket--\$40.00  
All access--\$70.00  
Varsity admission—Adults/\$6.00 Students/\$4.00 (HPS students are free)  
JV admission—Adults/\$5.00 Students/\$3.00 (HPS students are free)

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## Middle School Fees 2021-2022

Activity Participation Fee--\$35.00  
8<sup>th</sup> Grade Computer Usage Fee--\$35.00  
8<sup>th</sup> Grade Skills & Technical Science (STS) class--\$20.00  
8<sup>th</sup> Grade Construction class--\$25.00  
8<sup>th</sup> Grade Manufacturing class--\$40.00  
Select Vocal Music Groups—Varies  
Family and Consumer Science--\$15.00 Lab Fee  
Family and Consumer Science--\$10.00-\$25.00 Depends on Project  
Instrumental Rental--\$75.00

## Middle School Activities 2020-2021

All Access Pass--\$15.00  
Admission—Adults/\$4 Students/\$3

# Environmental Direct, Inc.

Date: March 18, 2021

Proposal No: 2021-0318B

Client: Hastings Public Schools

Job Location: Morton Elementary

Address: 828 N Hastings Ave.

Asbestos Tile Removal

City/State/Zip: Hastings, NE 68901

Good Until: 10 Days

Environmental Direct, Inc. proposes to perform the following work on a fixed fee basis:

All of the following prices include labor and removal equipment costs required to complete the work and notification to NDOH and NDEQ (asbestos related jobs).

**Task One:** Removal and Disposal of the *approximately* 16,000 square feet of vinyl asbestos tile in classrooms (102, 104, 106, 108, 110, 112, 114, 118, 120, Library, 204, 206, 210, 212, 214, 216, 218 & 220). \$28,800.00

**Task Two:** TEM air clearance by Heartland Testing & Consulting – assumed 6 containments at \$2,000.00 each. Depending on space availability, we could cut down to 2 or 3 containments (\$4,000.00). \$ 12,000.00

**Task Three:** If HPS rules out tile as being non asbestos, we will deduct the tile at the amount of \$1/square foot.

General Terms and Conditions: This proposal is subject to the following conditions. Please read them carefully as they directly affect the scope of work and contract terms.

Unless otherwise specified above, this proposal excludes:

1. Identification or removal of hazardous materials including asbestos, lead, mold, mercury and others.
- ~~2. Dust control, protection, and negative air units.~~
3. Temporary enclosures or weatherproofing of demolished items.
4. Removal or relocation of salvage items in the work area.
5. Any work related to fire protection or surveillance. All fire sprinkler or surveillance systems will need to be disabled in the work area unless specified otherwise in this proposal
6. Any work related to technology, sensitive electronics, controls or computers. All systems will need to be moved or protected as deemed necessary by the owner / owner's representatives.
7. Any patching or preparatory work for finishes.
8. HVAC, plumbing, electrical demolition or demolition related to other trades.

Owner's / Contractor's / Others' Responsibilities:

1. Disconnect, mark, cut, and or cap and make safe all utilities
2. Provide access to water and electricity for uninterrupted use throughout project.

# Environmental Direct, Inc.

3. Mark any utilities that will remain.
4. Work areas to be "broom clean" prior to EDI arrival.
5. Other contractors to be at least 25 feet from asbestos work area.
6. Any and all activity to be halted immediately before and during TEM testing.
7. Allow for air to settle and EDI to water mist adjacent areas to allow for testing to pass.
8. Other activities on site will need to manage their production of dust as our containment negative air will draw all dust to our work area. Essentially we would hope that everyone can be encouraged to get along so we can get out of their way in a timely fashion.

## Miscellaneous Terms:

1. We include for one (1) mobilization unless otherwise specified. Any additional mobilizations will be an additional charge.
2. Work areas to be empty of all contents not mechanically fastened to the structure.
3. All items to be salvaged by owner / owner's representatives to be removed from work area prior to EDI arrival.
4. Owner/owner's representative to notify EDI in WRITING of any item to remain in work area.
5. Asbestos Abatement is a demolition activity. In creating a containment, we are required to tape, staple screw or otherwise fasten poly to the walls, floors, and/or ceiling. All care will be taken to minimize damage, but the area will NOT be returned to the owner in "move-in ready" condition. Some finishes will likely be dented, marred, scratched...
6. Owner/owner's representative to provide path to from work area to allow for egress with debris.


## Scheduling Negotiable:

Work to be done on a date acceptable to both EDI and Owner. Start date tentatively scheduled for April 5, 2021.

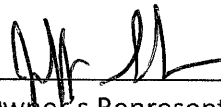
## Terms:

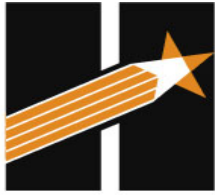
Payment upon completion

## Proposed:

  
Tressa A. O'Neill      Date: 3/18/21  
Representative

## Accepted:

  
\_\_\_\_\_  
Owner's Representative      Date: 3-30-21



HASTINGS  
PUBLIC SCHOOLS

Assuring the essential. Expanding the possible.

**HUMAN RESOURCES OFFICE**

**To:** HPS Board of Education  
**From:** David Essink, Director of Human Resources  
**Date:** 3/4/2021  
**Re:** Classified wage increase

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Proposal for Classified Staff for the 2021-2022 school year

- 3.41% Increase or \$1/hr, whichever is higher
- Keep insurance plans the same
- Make adjustments to Appendix A to help recruit and retain employees
- Increase expenditures from \$5,480,875 (20-21) to  
\$5,850,011 (21-22)  
(Based on current employee list)

**APPENDIX A**  
**Salary Range for Classified Staff**  
**Revised 06-08-2020**

<u>Work Classification</u>	<u>Entry Level</u> <u>Salary Range</u>
Master Plumber/HVAC	\$17.50 - \$22.00
Registered Nurse	\$17.50 - \$22.00
Master Electrician	\$17.50 - \$22.00
Accompanist	\$17.50 - \$21.00
Master Mechanic	\$15.75 - \$19.50
Licensed Practical Nurse	\$15.00 - \$17.50
Master Carpenter	\$14.75 - \$18.00
Technology Assistant (Classified)	\$14.50 - \$18.00
Intepreter/Translator	\$14.25 - \$17.50
Bus Driver	\$13.00 - \$15.00
Mechanic	\$12.00 - \$14.00
Secretary Level IV	\$12.00 - \$13.00
Director Secretary	
Payroll Secretary	
Federal Programs Secretary	
Central Office Secretary	
Grounds and Maintenance II	\$11.50 - \$12.00
Groundskeeper	
Nurse Assistant (CMA)	\$11.00 - \$12.50
Life Skills/Behavior Disorder Paraeducator	\$11.00 - \$11.50
Custodian V	\$11.00 - \$11.50
Senior High Head Day Custodian	
Custodian IV	\$10.50 - \$11.00
Middle School Head Day Custodian	
In-School Suspension Supervisor	\$10.50 - \$11.00
Secretary Level III	\$10.50 - \$11.00
Senior High Head Secretary	
Custodian Level III	\$10.50 - \$11.00
Senior High Head Night Custodian	
Custodian Level II	\$10.25 - \$10.75
Elementary Head Custodian	
Middle School Head Night Custodian	
Secretary Level II	\$10.00 - \$10.50
Middle School Head Secretary	
Middle School Head Night Custodian	
Custodian Level I	\$9.75 - \$10.25
Day Custodian	
Night Custodian	
Grounds and Maintenance Level I	\$9.75 - \$10.25
General Maintenance	
Grounds Worker	
Supply Clerk	
Secretary Level I	\$9.75 - \$10.25
Middle School Secretary	
Senior High Secretary	
Elementary Secretary	
Receptionist	
Bus Monitor	\$ 9.50 - \$10.00
Paraeducator	\$ 9.50 - \$10.00
Classroom Paraeducator	
Clerical Paraeducator	
Media Paraeducator	
Technology Paraeducator	

Summer Help

\$ 9.00 - \$9.50

Periodic salary increases, approved by the Board of Education, will be applied to each individual's assigned hourly wage.

Trained personnel in asbestos removal will be paid \$3.00 per hour in addition to their regular wage during mask-time removal.

### **Classified Employees with Salaried Positions**

Salaries for the following work classifications are determined each year based upon the percentage increase provided to all classified employees:

- Custodial Supervisor
- District Accountant
- Executive Secretary to the Superintendent
- Food Service Supervisor (District)
- Foundation Executive Director
- Learned Professional
- Maintenance Supervisor
- School/Community Liaison
- Technology/Data Coordinator
- Technology Facilitator
- Transportation Coordinator

**APPENDIX A**  
**Salary Range for Classified Staff**  
**Proposed 04-12-2021**

<u>Work Classification</u>	<u>Entry Level</u> <u>Salary Range</u>
Master Plumber/HVAC	\$18.50 - \$23.50
Master Electrician	\$18.50 - \$23.50
Accompanist	\$18.50 - \$22.50
Master Mechanic	\$16.75 - \$21.00
Licensed Practical Nurse	\$18.00 - \$21.00
Master Carpenter	\$15.75 - \$19.50
Technology Assistant (Classified)	\$15.50 - \$19.50
Intepreter/Translator	\$17.00
Bus Driver	\$14.00 - \$16.50
Mechanic	\$13.00 - \$15.50
Administrative Asst Level II	\$14.00 - \$15.50
Director Admin Asst	
Payroll Admin Asst	
Federal Programs Admin Asst	
Central Office Admin Asst	
Senior High Head Admin Asst	
Grounds and Maintenance Level II	\$13.50 - \$14.50
Groundskeeper	
<b>Custodian V</b>	<b>\$13.00 - \$14.00</b>
<b>Senior High Head Day Custodian</b>	
<b>Administrative Asst Level I</b>	<b>\$12.50 - 13.50</b>
<b>Middle School Admin Asst</b>	
<b>Senior High Admin Asst</b>	
<b>Elementary Admin Asst</b>	
Nurse Assistant (CMA)	\$13.00 - \$14.00
Life Skills/Behavior Disorder Paraeducator	\$12.00 - \$13.00
Custodian IV	\$11.50 - \$12.50
Middle School Head Day Custodian	
In-School Suspension Supervisor	\$11.50 - \$12.50
Custodian Level III	\$11.50 - \$12.50
Senior High Head Night Custodian	
Custodian Level II	\$11.25 - \$12.25
Elementary Head Custodian	
Middle School Head Night Custodian	
Custodian Level I	\$10.75 - \$11.75
Day Custodian	
Night Custodian	
Grounds and Maintenance Level I	\$10.75 - \$11.75
General Maintenance	
Grounds Worker	
Supply Clerk	
Bus Monitor	\$ 10.50 - \$11.50
Paraeducator	\$ 10.50 - \$11.50
Classroom Paraeducator	
Clerical Paraeducator	
Media Paraeducator	
Technology Paraeducator	
Summer Help	\$ 10.00 - \$11.00

Periodic salary increases, approved by the Board of Education, will be applied to each individual's assigned hourly wage.

Trained personnel in asbestos removal will be paid \$3.00 per hour in addition to their regular wage during mask-time removal.

### **Classified Employees with Salaried Positions**

Salaries for the following work classifications are determined each year based upon the percentage increase provided to all classified employees:

Custodial Supervisor  
District Accountant  
Executive Administrative Asst to the Superintendent  
Food Service Supervisor (District)  
Foundation Executive Director  
Learned Professional  
Maintenance Supervisor  
Registered Nurse  
School/Community Liaison  
Technology/Data Coordinator  
Technology Facilitator  
Transportation Coordinator

Proposed

2021-2022 RN Salary Schedule  
Based on the Teacher Salary Schedule

<u>Level</u>	RN	RN (BSN)
1 <sup>st</sup> yr	35,600	37,202
2-3 yrs	37,202	38,804
4-5 yrs	38,804	40,406
6-7 yrs	40,406	42,008
8-9 yrs	42,008	43,610
10-11 yrs	43,610	45,212
12-13 yrs	45,212	46,814
14-15 yrs	46,814	48,416

**\*\*A new RN would be placed at the appropriate Level based on education and experience. If a 1<sup>st</sup> year RN, the nurse would move to the next Level in Year 2. Movement for other years would take place after two years at the same position. There would still be yearly raises that would follow the teacher salary schedule.**

## **Additional HMS Tech Para Proposal**

Purpose: Assist with technology needs and troubleshooting at HMS

Rationale: HMS is the only building without a tech para and given the additional equipment the building has received over the last year the position is needed.

Estimated Annual Cost: \$25,000

Funding Source: ESSER II Funds

### **Additional 7.0 Certificated FTE for 21-22**

Purpose: Assist with learning loss and other duties as assigned by the building Principal

Rationale: These positions will be used for multiple purposes based on building needs. Some assignments may include but are not limited to subbing, responding to student behavior needs, coordinating interventions for students in need, and coordination of assessments.

Estimated Annual Cost: \$80,000 per FTE (\$560,000)

Funding Source: ESSER II Funds

**HASTINGS PUBLIC SCHOOLS  
ADMINISTRATIVE SALARY SCHEDULE BEGINNING 2021-22**

To determine an administrator's salary, the following formula is used:

**Administrative Positional Factor X Degree/Experience Factor X Base Determined  
by the BOE Annually = Total Compensation**

**Administrative Positional Factor**

<u>Position</u>	<u>No. of Contract Days</u>	<u>Factor</u>
Assistant Director of Special Education	215	2.75
MS Assistant Principal	225	2.80
Elementary Principal	215	2.85
SH Assistant Principal	225	2.90
SH Activities Director	260	2.95
MS Principal	260	3.30
SH Principal	260	3.45
Director	260	3.60

**Degree/Experience Factor 3 X 2**

<u>Steps</u>	<u>MA</u>	<u>MA+18</u>	<u>MA+36</u>	<u>Ed.S</u>	<u>Ed.D/Ph.D</u>
1	1.00	1.03	1.06	1.09	1.12
2	1.02	1.05	1.08	1.11	1.14
3	1.04	1.07	1.10	1.13	1.16
4	1.06	1.09	1.12	1.15	1.18
5	1.08	1.11	1.14	1.17	1.20
6	1.10	1.13	1.16	1.19	1.22
7	1.12	1.15	1.18	1.21	1.24
8	1.14	1.17	1.20	1.23	1.26
9	1.16	1.19	1.22	1.25	1.28
10	1.18	1.21	1.24	1.27	1.30
11		1.23	1.26	1.29	1.32
12		1.25	1.28	1.31	1.34
13			1.30	1.33	1.36
14			1.32	1.35	1.38

Base Salary: \$35,290

*(The Superintendent and Board of Education may periodically adjust factors to keep administrative salaries competitive with comparable schools. The Superintendent and the Board of Education reserve the right to freeze an administrator on the salary schedule and to adjust individual administrative salaries based upon performance and/or placement needs.)*

## Superintendent Pay Transparency Notice—Proposed Contract for Jeff Schneider

Notice is hereby given that HastingsPublic Schools has approval of a proposed superintendent employment contract/contract amendment on its agenda for the board meeting to be held on April 12, 2021 at 7 pm at Hastings Middle School Multipurpose Room in Hastings, Nebraska.

After Year 1 of Contract, how many years remain on the contract: (Column F must be completed if additional years remain on contract.) 0

Superintendent Contract covers the following year(s): 2021-2022

Year 1 of Contract: Base Pay, Additional Compensation & Benefits	Future Year(s) Base Pay, Additional Compensation & Benefits per Contract	TOTAL CONTRACT COST
\$ 197,750.00		\$ 197,750.00

Base Pay for the Total FTE

**Compensation for activities outside of the regular salary:**

● <i>Extended contracts / Activities outside of regular salary</i>		\$ -
● <i>Bonus/Incentive/Performance Pay</i>		\$ -
● <i>Stipends</i>		\$ -
● <i>All other costs not mentioned above</i>		\$ -

**Benefits and Payroll Costs Paid by district:**

● <i>Insurances (Health, Dental, Life, Long Term Disability)</i>	\$ 114.00	\$ 114.00
● <i>Cafeteria Plan Stipend</i>		\$ -
● <i>Cash in lieu of insurance</i>		\$ -
● <i>Employee's share of retirement, deferred compensation, FICA and Medicare if paid by the district</i>		\$ -
● <i>District's share of retirement, FICA and Medicare</i>	\$ 31,259.00	\$ 31,259.00
● <i>IRS value of housing allowance</i>		\$ -
● <i>IRS value of vehicle allowance</i>		\$ -
● <i>Additional leave days</i>	\$ 9,000.00	\$ 9,000.00
● <i>Annuities</i>		\$ -
● <i>Service credit purchase</i>		\$ -
● <i>Association / Membership dues</i>		\$ -
● <i>Cell Phone/Internet reimbursement</i>		\$ -
● <i>Relocation reimbursement</i>		\$ -
● <i>Travel allowance/reimbursement</i>	\$ 2,500.00	\$ 2,500.00
● <i>Mileage Allowance</i>		\$ -
● <i>Educational tuition assistance</i>		\$ -
● <i>All other benefit costs not mentioned above</i>		\$ -
<b>Totals:</b>	<b>\$ 240,623.00</b>	<b>\$ -</b>
		<b>\$ 240,623.00</b>

## **PERSONNEL**

### **Certificated Staff Retirement(s)/Resignation(s) – Blake Barwick, Kenda Chamberlin, Tammy Halloran, David Hepner, Allison Kasperek, April White, Zubaoyi Yi**

The administration recommends acceptance of the following Certificated resignation(s)/retirement(s):

Blake Barwick is resigning from his Skilled and Technical Science Position at Senior High effective the end of the 2020-2021 school year.

Kenda Chamberlin retiring from her Grade 2 Teacher position at Longfellow effective the end of the 2020-2021 school year.

Tammy Halloran is resigning from her Grade 1 Teacher position at Longfellow effective the end of the 2020-2021 school year.

David Hepner resigning from his Physical Education position at Senior High effective the end of the 2020-2021 school year.

Allison Kasperek resigning from her Grade 7 Social Studies Teacher position at Middle School effective the end of the 2020-2021 school year.

April White resigning from her Grade 3 Teacher position at Hawthorne effective the end of the 2020-2021 school year.

Zubaoyi Yi resigning from her Science Teacher position at Senior High effective the end of the 2020-2021 school year.

### **Certificated Staff Transfer(s) – Brian Itzen, Paige Lehrling, Jon Lindblad, Angelo Martinez**

The administration recommends acceptance of the following Certificated transfer(s):

Brian Itzen from Health Teacher at Middle School to Physical Education Teacher at Senior High to replace David Hepner who is resigning. Mr. Itzen's wage and placement will remain the same according to the 2021-2022 certificated salary schedule.

Paige Lehrling from Special Education Teacher at Middle School to Special Education ED Teacher at Middle School to replace Jon Lindblad who is transferring to another position. Ms. Lehrling's wage and placement will remain the same according to the 2021-2022 certificated salary schedule.

Jon Lindblad from Special Education ED Teacher at Middle School to World Cultures Teacher at Middle School to replace Deb Miles who is transferring to another position. Mr. Lindblad's wage and placement will remain the same according to the 2021-2022 certificated salary schedule.

Angelo Martinez from EL Teacher at Middle School to Business Teacher at Senior High to replace Gwen Davison who is retiring. Mr. Martinez' wage and placement will remain the same according to the 2021-2022 certificated salary schedule.

**Certificated Staff Appointment(s) – Michaela Bailey, Emily Brooks, Marleen Burkhart, Mackenzie Daniels, Sarah Haag, Tyra Hayden, Anisha Kuehn, Colin Sandall, MaLania Schubert, Nicole Schulte, Amber Sullivan**

The administration recommends acceptance of the following Certificated appointment(s):

Michaela Bailey to Grade 3 Teacher position at Hawthorne to replace April White who is resigning. Ms. Bailey will be placed at BA-1 according to the 2021-2022 certificated salary schedule. Information about Ms. Bailey is attached.

Emily Brooks to Math Teacher (.5411 FTE) position at Senior High to replace Courtney McCarty who is resigning. Ms. Brooks will be placed at MA-4 according to the 2021-2022 certificated salary schedule. Information about Ms. Brooks is attached.

Marleen Burkhart to EL Teacher position at Middle School to replace Angelo Martinez who is transferring to another position. Ms. Burkhart will be placed at MA18-11 according to the 2021-2022 certificated salary schedule. Information about Ms. Burkhart is attached.

Mackenzie Daniels to Special Education position at Middle School to replace Paige Lehrling who is transferring to another position. Ms. Daniels will be placed at BA-1 according to the 2021-2022 certificated salary schedule. Information about Ms. Daniels is attached.

Sarah Haag to Speech Language Pathologist position at PK to replace Brittany Faimon who is resigning. Ms. Haag will be placed at MA-10 according to the 2021-2022 certificated salary schedule. Information about Ms. Haag is attached.

Tyra Hayden to Kindergarten Teacher position at Alcott to replace Amy Kennedy who is resigning. Ms. Hayden will be placed at BA-1 according to the 2021-2022 certificated salary schedule. Information about Ms. Hayden is attached.

Anisha Kuehn to Grade 1 Teacher position at Longfellow to replace Tammy Halloran who is resigning. Ms. Kuehn will be placed at BA-4 according to the 2021-2022 certificated salary schedule. Information about Ms. Kuehn is attached.

Colin Sandall to Vocal Music Teacher position at Middle School to replace Victoria Glandon who is resigning. Mr. Sandall will be placed at BA-8 according to the 2021-2022 certificated salary schedule. Information about Mr. Sandall is attached.

MaLania Schubert to Grade 2 Teacher position at Longfellow to replace Chelsey Mangers who is resigning. Ms. Schubert will be placed at MA-9 according to the 2021-2022 certificated salary schedule. Information about Ms. Schubert is attached.

Nicole Schulte to Guidance Counselor position at Senior High to replace Jalaene Choquette who is retiring. Ms. Schulte will be placed at MA45-8 according to the 2021-2022 certificated salary schedule. Information about Ms. Schulte is attached. This position includes a 15-day extended assignment.

Amber Sullivan to Grade 2 Teacher position at Longfellow to replace Kenda Chamberlin who is retiring. Ms Sullivan will be placed at BA-8 according to the 2021-2022 certificated salary schedule. Information about Ms. Sullivan is attached.

**Extra Standard Staff Resignation(s) – David Hepner, Chris Hollister, Michele Kimle, Sara Ostdiek, Garth Walbridge**

The administration recommends acceptance of the following extra standard resignation:

David Hepner resigned Senior High Head Volleyball and Grade 8 Boys Basketball positions effective the end of the 2020-2021 school year.

Chris Hollister resigned 7<sup>th</sup> Grade Boys Basketball position effective the end of the 2020-2021 school year.

Michele Kimle is resigning Teammates Coordinator position effective the end of 2020-2021 school year.

Sara Ostdiek is resigning Teammates (1/2 split) position effective the end of 2020-2021 school year.

Garth Walbridge resigned Senior High Assistant Boys Basketball position effective immediately.

**Extra Standard Staff Transfer(s) – Peg Johnson, Allison (Aldrich) Soucie,**

The administration recommends acceptance of the following extra standard transfer(s):

Peg Johnson from Grade 8 Assistant Volleyball to Grade 7 Head Volleyball position at Middle School to replace Michelle Haase who resigned. Ms. Johnson will be paid the MS Volleyball stipend of \$3,916.00 at Category I, Level 4, with adjustment for prior experience and coach to be placed higher than assistants, according to the 2021-2022 extra standard salary schedule.

Allison (Aldrich) Soucie from Assistant Volleyball position to Head Volleyball position at Senior High to replace Chris Hepner who is resigned. Ms. Soucie will be paid the SH Head Volleyball stipend of \$7,120.00 at Category V, Level 4, with adjustment for prior experience and coach to be placed higher than assistants, according to the 2021-2022 extra standard salary schedule.

**Extra Standard Staff Appointment(s) – Charles Ferguson, Chris Hollister, Matthew Kissinger, Angelo Martinez**

The administration recommends acceptance of the following extra standard appointment:

Charles Ferguson to Grade 7 Boys Basketball position to replace Chris Hollister who transferred to another position. Mr. Ferguson will be paid the MS Basketball stipend of \$3,204.00 at Category I, Level 3, with adjustment for prior experience, according to the 2021-2022 extra standard salary schedule.

Chris Hollister to Assistant Boys Basketball position at Senior High to replace Garth Walbridge who resigned. Mr. Hollister will be paid the MS Basketball stipend of \$3,916.000 at Category III, Level 2, with adjustment for prior experience, according to the 2021-2022 extra standard salary schedule.

Matthew Kissinger to Grade 8 Boys Basketball position to replace David Hepner who resigned. Mr. Kissinger will be paid the MS Basketball stipend of \$1,780.00 at Category I, Level 1 according to the 2021-2022 extra standard salary schedule.

Angelo Martinez to SH DECA Sponsor to replace Gwen Davidson who is retiring. Mr. Martinez will be paid the SH DECA stipend of \$1,780.00 at Category I, Level 1 according to the 2021-2022 extra standard salary schedule.

**Classified Staff Retirement(s)/Resignation(s) – Taren Baxter, Linda Walsh**

The administration recommends acceptance of the following classified resignation(s):

Taren Baxter is resigning from Tech Paraeducator position at Watson School effective April 29, 2021.

Linda Walsh is retiring from Life Skills 3 Paraeducator position at Senior High effective the end of the 2020-2021 school year.

**Classified Transfer(s) – Sheila Clark, Amanda Kusek, Jessica Voorhees, Ann Wolf**

The administration recommends the following Classified transfer(s):

Sheila Clark from Skills 3 Paraeducator to Special Education Paraeducator position at Watson to replace Amanda Kusek who transferred to another position. Ms. Clark's wage will decrease \$1.50/hour due to assignment change, effective 3/10/21.

Amanda Kusek from Special Education Paraeducator to Library Paraeducator position at Watson to replace Sheryl Auten who is on a long-term medical leave of absence. Ms. Kusek's wage will remain the same.

Jessica Voorhees from Evening Custodian position at Middle School to Head Evening Custodian at Middle School. Ms. Voorhees is replacing Hector Jiminez-Valdez who transferred to another position. Ms. Voorhees's wage will increase \$0.50/hour due to assignment change, effective 3/10/21.

Ann Wolf from Skills 2 Paraeducator to Library Paraeducator position at Hawthorne to replace Sarah Allen who resigned. Ms. Wolf's wage will decrease \$1.50/hour due to assignment change, effective 4/10/21.

**Classified Staff Appointment(s) – Yoselin Baeza, Susan Cole, Heather Hemmelman, Jan Nichols**

The administration recommends the following classified appointment(s):

Yoselin Baeza to Evening Custodian position at Watson / Middle School to replace Jasmine Kennedy who transferred to another position. Ms. Baeza will be paid the starting wage for Custodian, with adjustment for education and experience, according to the 2020-2021 classified salary schedule. Information about Ms. Baeza is attached.

Susan Cole to Library Paraeducator at Alcott to replace Ashley Pedersen who resigned. Ms. Pedersen will be paid the starting wage for Para, with adjustment for education an experience, according to the 2021-2022 classified salary schedule. Information about Ms. Cole is attached.

Heather Hemmelman to Skills 3 Paraeducator position at Watson to replace Sheila Clark who transferred to another position. Ms. Hemmelman will be paid the starting wage for Para, with adjustment for education and experience, according to the 2020-2021 classified salary schedule. Information about Ms. Hemmelman is attached.

Jan Nichols to Activities Secretary (.5 FTE) position at Senior High to replace Jessica Loya who resigned. Ms. Nichols will be paid the starting wage for Secretary Level I, with adjustment for education and experience, according to the 2020-2021 classified salary schedule. Information about Ms. Nichols is attached.

**NEW CERTIFICATED STAFF APPOINTMENT FOR 2021-2022**

Michaela Bailey

Grade 3 Teacher  
Hawthorne School

EXPERIENCE:

First Teaching Experience

EDUCATION:

Bachelor of Arts – Special Education K-12,  
Elementary Education K-8  
(Anticipated 2021)  
Hastings College - Hastings, NE

Diploma  
Highlands Ranch High School - Highlands  
Ranch, CO

SALARY:

BA-1  
\$35,600.00

## NEW CERTIFICATED STAFF APPOINTMENT FOR 2021-2022

Emily Brooks                      Math (.5411 FTE)  
Senior High

EXPERIENCE:

Hastings Public Schools – Hastings, NE  
Long-term Substitute  
08/2018 – present

Adams Central Public Schools – Hastings, NE  
Substitute  
01/2020 – present

Emily Brooks Tutoring – Juniata, NE  
Owner  
02/2018 - present

Beaverton School District – Beaverton, OH  
Spanish Teacher  
08/2005 – 06/2008

Oak Ridge High School – El Dorado Hills, CA  
Long-term Substitute  
2005

EDUCATION:

Master of Arts – Teacher Education  
(Anticipated 12/2021)  
Spanish Language Teaching  
University of Nebraska - Lincoln, NE

Teacher Preparation Program - 2005  
California State University – Sacramento, CA

Bachelor of Arts – 2003  
Spanish and Linguistics  
University of California – Davis, CA

Diploma  
Roseville High School – Roseville, CA

SALARY:      MA-4  
\$25,331.06 (adjusted by .5411 FTE)

## NEW CERTIFICATED STAFF APPOINTMENT FOR 2021-2022

Marleen Burkhart

EL Teacher  
Middle School

### EXPERIENCE:

Walnut Middle School – Grand Island, NE  
Special Education Teacher  
08/2016 – present

South Sioux City High School – South Sioux  
City, NE  
Newcomer/ELL Teacher  
08/2012 – 05/2016

South Sioux City Middle School – South Sioux  
City, NE  
Mild/Moderate Special Education Teacher  
08/2011 – 05/2012

South Sioux City High School – South Sioux  
City, NE  
ESL/Special Education Teacher  
02/2010 – 05/2011

Yucca Valley High School – Yucca Valley, CA  
ESL/Special Education  
01/2007 – 12/2009

### EDUCATION:

Master of Arts – 2013  
Curriculum and Instruction (ELL focus)  
Wayne State College, Wayne NE

Bachelor of Arts - 2006  
Interdisciplinary Studies in Special Education  
University of Texas – El Paso, TX

SALARY: MA18-11  
\$61,232.00

**NEW CERTIFICATED STAFF APPOINTMENT FOR 2020-2021**

Mackenzie Daniels

Special Education Teacher  
Middle School

EXPERIENCE:

First Teaching Experience

EDUCATION:

Bachelor of Arts - Education  
(Anticipated 2021)  
Hastings College – Hastings, NE

Diploma  
North Bend High School – North Bend, NE

SALARY:

BA-1  
\$35,600.00

## NEW CERTIFICATED STAFF APPOINTMENT FOR 2021-2022

Sarah Haag

Speech Language Pathologist  
TBD

EXPERIENCE:

Select Rehabilitation – Grand Island, NE  
Speech Language Pathologist  
11/2015 – present

Grand Island Physical Therapy/St Francis  
Medical Center – Grand Island, NE  
Speech Language Pathologist  
01/2013 – 11/2015

Howard County Medical Center – St. Paul, NE  
Speech Language Pathologist  
05/2014 – 12/2016

York General Healthcare Systems – York, NE  
Speech Language Pathologist  
05/2012 – 01/2013

EDUCATION:

Master of Science – 2012  
Speech and Language Pathology  
Fort Hays State University – Hays, KS

Bachelor of Science – 2009  
University of Nebraska – Kearney, NE

SALARY: MA-10  
\$56,426.00

**NEW CERTIFICATED STAFF APPOINTMENT FOR 2020-2021**

Tyra Hayden

Kindergarten Teacher  
Alcott School

EXPERIENCE:

First teaching experience

EDUCATION:

Bachelor of Science – Elementary Education  
(Anticipated 2021)  
Fort Hays State University – Hays, KS

Diploma  
Ulysses High School – Ulysses, KS

SALARY:

BA-1  
\$35,600.00

**NEW CERTIFICATED STAFF APPOINTMENT FOR 2021-2022**

Anisha Kuehn

Grade 1 Teacher  
Longfellow School

**EXPERIENCE:**

Phillipsburg Elementary School – Phillipsburg,  
KS  
3<sup>rd</sup> Grade Teacher  
08/2018 – present

**EDUCATION:**

Bachelor of Arts – 2018  
Elementary Education  
Central Christian College of Kansas –  
McPherson, KS

Diploma  
Minden High School – Minden, NE

**SALARY:** BA-4  
\$40,406.00

## NEW CERTIFICATED STAFF APPOINTMENT FOR 2021-2022

Colin Sandall

Vocal Music Teacher  
Middle School

EXPERIENCE:

Walnut Middle School – Grand Island, NE  
6-8 Music and Choir Teacher  
08/2017 – present

Ottawa Middle School, USD 290 – Ottawa, KS  
6-8 Music and Choir Teacher  
08/2012 – 08/2017

Greeley-Wolbach Public Schools – Greeley,  
NE  
K-12 Band and Choir Teacher  
08/2010 – 08/2012

Ozu Middle School – Ozu Town, Kumamoto  
Prefecture, Japan  
English Teach (ALT)  
08/2008 – 08/2009

EDUCATION:

Bachelor of Music, cum laude – 2007  
K-12 Vocal Music Education  
Hastings College – Hastings, NE

Diploma  
Bellevue West High School – Bellevue, NE

SALARY: BA-8  
\$46,814.00

## NEW CERTIFICATED STAFF APPOINTMENT FOR 2021-2022

MaLania Schubert

Grade 2 Teacher  
Longfellow School

EXPERIENCE:

Grand Island Public Schools – Grand Island,  
NE

4<sup>th</sup> Grade Teacher (virtual)  
08/2020 - present

E.F. Starr Elementary – Grand Island, NE  
4<sup>th</sup> Grade Teacher  
08/2015 – 07/2020

Daniels Elementary School – Daniels, WV  
3<sup>rd</sup> Grade Teacher  
08/2014 – 06/2015

Beckley Elementary School – Beckley, WV  
Title I Reading Specialist  
09/2013 – 05/2014

EDUCATION:

Master of Education – 2018  
Curriculum and Instruction  
Doane University – Crete, NE

Concord University – Athens, WV

Bachelor of Arts – 2011  
Elementary Education  
University of Nebraska – Kearney, NE

Diploma  
Sargent Public Schools – Sargent, NE

SALARY: MA-9  
\$54,824.00

## NEW CERTIFICATED STAFF APPOINTMENT FOR 2021-2022

Nicole Schulte

Guidance Counselor  
Senior High

EXPERIENCE:

Westridge Middle School – Grand Island, NE  
School Counselor  
08/2017 – 07/2021

Westridge Middle School – Grand Island, NE  
Resource Teacher  
08/2014 – 07/2017

EDUCATION:

Master of Arts – 2019  
School Counseling  
Doane University – Crete, NE

Master of Arts – 2014  
Middle School English(4-9) / English Second  
Language (K-12) / Early Childhood Education  
Hastings College – Hastings, NE

Bachelor of Arts – 2012  
Elementary Education (K-8) / Special  
Education (K-12)  
Hastings College – Hastings, NE

Diploma  
Hastings High School – Hastings, NE

SALARY: MA45-8  
\$61,232.00

15-day extended contract  
\$4,911.60

**NEW CERTIFICATED STAFF APPOINTMENT FOR 2021-2022**

Amber Sullivan

Grade 2 Teacher  
Longfellow School

EXPERIENCE:

Hastings Public Schools – Hastings, NE  
Substitute  
08/2020 – 05/2021

E.F. Starr Elementary – Grand Island, NE  
3<sup>rd</sup> / 4<sup>th</sup> Grade Teacher  
07/2012 – 05/2020

EDUCATION:

Bachelor of Arts – 2012  
Elementary Education /(K-8) / Special  
Education (K-6)  
Hastings College – Hastings, NE

Associate of Arts – General Education1  
Central Community College– Grand Island, NE

Diploma  
Grand Island Senior High School – Grand  
Island, NE

SALARY: BA-8  
\$46,814.00

**NEW CLASSIFIED STAFF APPOINTMENT FOR 2020-2021**

Yoselin Baeza

Evening Custodian  
Watson / Middle School

EXPERIENCE:

First job

EDUCATION:

Diploma  
Hastings High School – Hastings, NE

SALARY: \$9.75/hour

## NEW CLASSIFIED STAFF APPOINTMENT FOR 2021-2022

Susan Cole

Library Paraeducator  
Alcott School

### EXPERIENCE:

Central Community College – Hastings, NE  
ESL Teacher  
10/2019 – present

Hastings Literacy Program, Americorps –  
Hastings, NE  
Americorps Member  
09/2018 – 07/2020

Annapolis Area Christian School – Severn, MD  
ESL Teacher  
2015 - 2017

### EDUCATION:

Bachelor of Science - Education  
University of Nebraska – Lincoln, NE

Continuing Education Certificate, ESL  
Anne Arundel Community College

Diploma  
Hastings High School – Hastings, NE

SALARY: TBD – according to 2021-2022 Appendix A

## NEW CLASSIFIED STAFF APPOINTMENT FOR 2020-2021

Heather Hemmelman

Skills 3 Paraeducator  
Watson School

EXPERIENCE:

CPI Premier Stop – Hastings, NE  
Cashier  
11/2020 – 03/2021

Dollar General – Hastings, NE  
Cashier  
08/2017 – 05/2018

EDUCATION:

Undergraduate Studies  
Central Community College

Diploma  
Grand Island Senior High – Grand Island, NE

SALARY:    \$11.10/hour

**NEW CLASSIFIED STAFF APPOINTMENT FOR 2020-2021**

Jan Nichols

Activities Secretary .5FTE  
Senior High

EXPERIENCE:

Cozad Community Schools – Cozad, NE  
Business Manager  
1990 – 2020

EDUCATION:

Diploma  
Cozad High School – Cozad, NE

SALARY: \$10.25/hour