



## **Work Session**

Thursday, May 6, 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. Cognia Engagement Review: Exit Presentation - Lawrence Tunks -
7. Approve Revised COVID Procedures - Jeff Schneider -
8. Approve First Reading of Revised Special Education Policy 604.03 - Kandace Garwood -
9. Approve Morton Change Order #2 - Trent Kelly -
10. Approve Roofing Bid for Senior High - Trent Kelly -
11. \*Consent Agenda - David Essink -

12. Reminders - Jim Boeve -

13. 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.***

<b>NAME</b>	<b>DATES OF SERVICE</b>
CALVIN ALBERTS	08/1996 TO 02/2021
ROBIN BAILEY	08/1994 TO 05/2021
ROXANNE BRUCE	08/2013 TO 05/2021
KENDA CHAMBERLIN	08/1990 to 05/2021
JALAENE CHOQUETTE	08/1978 TO 05/2021
GWEN DAVIDSON	08/1982 TO 05/2021
SCOTT KEHN	05/1992 TO 11/2020
PAT KLEIER	07/2003 TO 02/2021
LISA NELSON	08/1988 to 05/2021
DIANA REINER	1981-1986 & 06/1999 TO 12/2020
CHRISTINE SCHAFER	08/1995 TO 05/2021
PAT SCHULTZ	1980-1981 & 05-2017 TO 05/2021
LINDA WALSH	08/2016 to 05/2021

*306 combined years of service*

## YEARS OF SERVICE PINS - MAY 2021

### 30 YEARS

Kenda Chamberlin 30 years

### 20 YEARS

Laura Allen 20 years  
Rochelle Andersen 20 years  
Debbie Anderson 20 years  
Christina Brumbaugh 20 years  
Shannon Bunch 20 years  
Kelly Crawford 20 years  
Lana Dane 20 years  
Kathleen Delashmutt 20 years  
Deanna Dirks 20 years  
Faye Friesen 20 years  
Cindy Hinrichs 20 years  
Amy Kelly 20 years  
Mary Lee Whitney 20 years

### 10 YEARS

Sheryl Auten 10 years  
Taren Baxter 10 years  
McKenzie Bertrand 10 years  
Marla Biggs 10 years  
Charla Brant 10 years  
Kayla Frerichs 10 years  
Kylee Greisen 10 years  
Jolene Hinrichs 10 years  
Jill Hoppe 10 years  
Stephanie Jacobson 10 years  
Steve Kathman 10 years  
Brenda McKenzie 10 years  
Glenda McMurray 10 years  
Margaret Olsen 10 years  
Barbara Parde 10 years  
Melissa Pedroza 10 years  
Katie Smith 10 years  
Derek Williams 10 years

**470** combined years of service

### ALCOTT ELEMENTARY

Charla Brant 10 years  
Kelly Crawford 20 years  
Cindy Hinrichs 20 years  
Katie Smith 10 years

### HAWTHORNE ELEMENTARY

Kayla Frerichs 10 years  
Amy Kelly 20 years  
Derek Williams 10 years

### LINCOLN ELEMENTARY

Debbie Anderson 20 years  
Rochelle Andersen 20 years  
McKenzie Bertrand 10 years  
Christina Brumbaugh 20 years  
Kathleen Delashmutt 20 years  
Mary Lee Whitney 20 years

### LONGFELLOW ELEMENTARY

Kenda Chamberlin 30 years  
Brenda McKenzie 10 years  
Glenda McMurray 10 years

### WATSON ELEMENTARY

Sheryl Auten 10 years  
Taren Baxter 10 years  
Marla Biggs 10 years  
Kylee Greisen 10 years  
Jolene Hinrichs 10 years

### MIDDLE SCHOOL

Shannon Bunch 20 years  
Lana Dane 20 years  
Deanna Dirks 20 years  
Jill Hoppe 10 years  
Stephanie Jacobson 10 years  
Margaret Olsen 10 years  
Barbara Parde 10 years  
Melissa Pedroza 10 years

### SENIOR HIGH

Laura Allen 20 years  
Faye Friesen 20 years

### TRANSPORTATION

Steve Kathman 10 years

## Recommendation to revise Covid Procedures

It is my recommendation that effective Monday, May 17<sup>th</sup> we recommend face coverings in all HPS facilities.

### Rationale:

- The DHM's no longer require students to be quarantined for one positive case when masks are not in use.
- Adults have the opportunity to get the vaccine thus limiting their risk
- By waiting until May 17<sup>th</sup> we get through graduation. Given the fact that we expect a large crowd in the gym for graduation we feel that the safest thing to do is to require the face coverings for this event.
- This can be revisited by the board at any time

## **STUDENTS WITH DISABILITIES**

### **Special Education**

All children, regardless of their handicapping condition, are entitled to a free, appropriate public education and an equal opportunity for education according to their needs. The District will follow 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.

The District will abide by all state and federal laws and regulations relating to special education, and the District's special education policies and procedures are to be interpreted to be in compliance with federal and state law and regulations. In the event of changes in law or regulations, the school administration shall be authorized to implement modifications of practice to comply with such changes (whether the changes impose more or less stringent procedural or substantive requirements) until such time as amended policies or regulations are adopted by the Board of Education.

Under the direction of the Superintendent, the administration shall establish and maintain procedures governing the provision of special education and related services to students with disabilities in compliance with the Individuals With Disabilities Education Act (IDEA) Amendments of 2004; the Nebraska Special Education Act; requirements of the Nebraska Department of Education (92 NAC 51, 92 NAC 55); and other laws, regulations, and rules, as amended from time to time.

Employees and contractors of the District are expected to comply with these policies and regulations in all respects.

Legal Reference: 20 U.S.C. § 1401 et seq.  
Neb. Rev. Stat. §79-1110 et seq.  
92 NAC 51; 92 NAC 55  
34 C.F.R. §300, 1 et seq.  
34 C.F.R. §303.148 and 303.18  
34 C.F.R. §501  
480 NAC 10-100

Approved 2-16-04 Reviewed 4/17/06, 06/15/09 Revised 5/15/06, 06/15/09

HASTINGS PUBLIC SCHOOLS

InstructionSpecial Education

[Name] Public Schools adopts this special education policy with the intent that the policy maintain the District's compliance with all applicable laws affecting special education services and programs. The Superintendent or designees shall develop regulations or procedures to implement these policies. Employees and contractors of the District are expected to comply with these policies and all regulations, guidelines and procedures related to this policy in all respects.

The District will abide by all state and federal laws relating to special education. The District's special education policy and regulations, guidelines and procedures related to this policy are to be interpreted so as to be in compliance with such laws. In the event of changes in law, the school administration shall be authorized to implement modifications of practice to comply with such changes (whether the changes impose more or less stringent procedural or substantive requirements) until such time as amended policies are adopted by the Board of Education. References herein to 92 NAC 51 citations are made to Rule 51 as in effect on the date of the adoption of these policies. In the event of renumbering or other revisions to Rule 51, the policy shall be interpreted and implemented consistent with such renumbering or revisions.

1. Free Appropriate Public Education

A free appropriate public education shall be made available to all children with disabilities residing in the District from date of diagnosis through the school year in which the student reaches 21 years of age, including children with disabilities who have been suspended or expelled.

Legal Reference: 92 NAC 51-004.01 through 004.03A and 007.07C2 through 007.07C6

2. Full Educational Opportunity Goal

The District shall take steps to ensure that its children with verified disabilities have available to them the variety of educational programs and services available to children without disabilities in the areas served by the District, including art, music, industrial arts, family consumer science education, and vocational education.

Legal Reference: 92 NAC 51-004.11A

3. Child Find

All children with disabilities residing in the District, including children with disabilities who are homeless or are wards of the state or attending nonpublic schools, regardless of the severity of their disabilities, who are in need of special education and related services, will be identified, located and evaluated and a practical method shall be developed and implemented by the administration to determine which children with disabilities are currently receiving needed special education and related services.

Legal Reference: 92 NAC 51-006.01 through 006.01A2

4. Individualized Education Program (IEP)

An individualized education program, or an individualized family service plan, is to be developed, reviewed, and revised for each child with a disability in accordance with 92 NAC 51-007.

Legal Reference: 92 NAC 51-007

5. Least Restrictive Environment

To the maximum extent appropriate, children with disabilities, including children in public or private institutions or other care facilities, are to be educated with children who are not disabled, and special classes, separate schooling, or other removal of children with disabilities from the regular educational environment will occur only when the nature or severity of the disability of a child is such that education in regular classes with the use of supplementary aids and services cannot be achieved satisfactorily.

Legal Reference: 92 NAC 51-008.01 through 008.011

6. Procedural Safeguards

Children with disabilities and their parents shall be afforded the required procedural safeguards.

Legal Reference: 92 NAC 51-009.01 through 009.07; 009.10 through 009.12; 009.14, 006.07 and 016.01 through 016.07C

7. Evaluation and Identification Procedures

Children with disabilities shall be evaluated and identified in accordance with 92 NAC 51-006. The District will respond to a request for an Independent Educational Evaluation without unnecessary delay. Locations of any evaluator shall be within a reasonable distance of the District. A reasonable distance means within 100 miles of the school building the child attends and within Nebraska. In the event this geographic area restriction would prevent a parent from obtaining an Independent Educational Evaluation, the location of the evaluator may be outside the specified geographic area but must be within Nebraska. The District will provide the parent(s) with a list of qualified agencies/evaluators within the geographic area. The evaluators are to have their rates approved by the Nebraska Department of Education to be authorized to conduct the evaluation.

Legal Reference: 92 NAC 51-006

8. Confidentiality of Personally Identifiable Information

The confidentiality of student records and information shall be maintained in accordance with law.

Legal Reference: 92 NAC 51-003.16, 003.20, 009.03 through 009.03M3

9. Transition of Children from Part C to Preschool Programs

Children participating in early intervention programs under Part C of the IDEA (early intervention services) and who will participate in preschool programs assisted under Part B of the IDEA (services for school-aged children) shall experience a smooth and effective transition to those preschool programs in a manner consistent with 92 NAC 52-008. The District will participate in transition planning conferences arranged by the designated lead agency.

Legal Reference: 92 NAC 52-008

10. Children in Nonpublic Schools

To the extent consistent with the number and location of children with disabilities in the District who are enrolled by their parents in nonpublic elementary and secondary schools in the District, provision will be made for the participation of those children in the programs assisted or carried out under Part B of the IDEA (services for school-aged children) by providing them with special education and related services.

Legal Reference: 92 NAC 51-012.08 and 015

11. Personnel Standards and Personnel Development

Personnel providing special education or related services to children with disabilities shall be appropriately and adequately prepared and trained in accordance with IDEA requirements and the District will take measurable steps to recruit, hire, train and retain personnel meeting the requirements of IDEA to provide such services.

Legal Reference: 92 NAC 51-010

12. Participation in and Reporting of State and District Wide Assessments

All children with disabilities shall be included in all general state and district wide assessment programs, including assessments described under section 612(a)(16)(A) of the IDEA with appropriate accommodations and alternate assessments where necessary and as indicated in their respective individualized education programs. The District will make available to the Nebraska Department of Education the information necessary to carry out its duties relating to the reporting of children with disabilities participation in assessments.

Legal Reference: 92 NAC 51-004.05

13. Suspension and Expulsion Rates

The District will examine data, including data disaggregated by race and ethnicity, to determine if significant discrepancies are occurring in the rate of long-term suspensions and expulsions of children with disabilities.

Legal Reference: 92 NAC 51-004.06E

14. Access to Instructional Materials

As part of any print instructional materials adoption process, procurement contract, or other practice or instrument used for purchase of print instructional materials, the District will enter into a written contract with the publisher of the print instructional materials to:

1. Require the publisher to prepare and, on or before delivery of the print instructional materials, provide to the National Instructional Material Access Center, electronic files containing the contents of the print instructional materials using the National Instructional Materials Accessibility Standard, or
2. Purchase instructional materials from the publisher that are produced in, or may be rendered in specialized formats.

Legal Reference: 92 NAC 51-004.15

15. Over-Identification and Disproportionality

Procedures shall be in place to ensure that testing and evaluation materials and procedures utilized for the evaluation and placement of children with disabilities will be selected and administered so as not to be racially or culturally discriminatory. Such materials or procedures shall be provided and administered in the child's native language or mode of communication,

unless it is clearly not feasible to do so, and no single procedure shall be the sole criterion for determining an appropriate educational program for a child.

Legal Reference: 92 NAC 51-003.10; 006.02C

16. Prohibition on Mandatory Medication

Children shall not be required to obtain a prescription for a controlled substance as a condition of attending school, receiving an evaluation to determine whether a child has a disability or the nature and extent of special education and related services the child needs, or receiving special education services.

Legal Reference: 92 NAC 51-004.11D; 21 U.S.C. §812(c)

17. Transportation

Transportation will be provided for children with disabilities who are eligible for transportation and residents of the school district as required by law.

Legal Reference: 92 NAC 51-014.01 through 014.02

18. Surrogates

A surrogate will be appointed and other action taken to ensure the rights of children with a disability as required by law.

Legal Reference: 92 NAC 51-009.10

19. Early Intervention Services – Consent

When a parent refuses to provide consent under 92 NAC 52, a meeting will be held or offered to explain to the parents how their failure to consent affects the ability of their child to receive services under 92 NAC 52.

Legal Reference: 92 NAC 52

Legal Reference: 34 CFR Parts 300, 303 and 304  
Neb. Rev. Stat. Sec. 79-1110 to 79-1167  
92 NAC 51

Date of Adoption: [Insert Date]



Carmichael Construction L.L.C.  
 1012 West 18<sup>th</sup> Street  
 P.O. Box 64  
 Hastings, Nebraska 68902-0064  
 Phone: (402) 463-1353 • Fax (402) 463-4057

# CHANGE ORDER

TO: CMBA- MATT BENNETT

Phone	Date 3-19-21
Job Name/Location MORTON SCHOOL	
Job Number	Job Phone
Existing Contract No.	Date of Existing Contract

Change order per PR 2 – ITEM #1 PRICING (FLOORING CHANGES)

- VCT DEDUCT - \$6,978.18
- SHAW 5T172 w/LOKWORX TABS – ADD \$14,606.18
- CARPET TO VCT TRANSITION – ADD \$1,029.00

Total with Profit, overhead and bond ADD \$9,666.00

- Note: Only the items listed above are included in this change order
- All asbestos tile and adhesive will be removed by the owner

Note: This Change Order becomes part of and in conformance with the existing contract.

DATE 3/19/21		
AUTHORIZED SIGNATURE (CONTRACTOR) Brad Hamburger	CHANGE ORDER	\$9,666.00

**ACCEPTED**-The above prices and specifications of this Change Order are satisfactory and are hereby accepted. All work to be performed under same terms and conditions as specified in original contract unless otherwise stipulated.

Date of acceptance \_\_\_\_\_

Signature: \_\_\_\_\_

(OWNER)



# ZIEMBA ROOFING COMPANY

806 West 17th Street • P.O. Box 2043  
Hastings, Nebraska 68902-2043  
(402) 462-8382 • FAX (402) 463-6179

## Proposal

Date:  
April 7, 2021

**Project Name / Location:**  
Hastings Senior High School  
1100 West 14th Street  
Hastings, NE 68901

To: Hastings Public Schools  
1142 West 18th Street  
Hastings, NE 68901

LABOR, MATERIAL, AND INSURANCE REQUIRED TO INSTALL A CARLISLE SYNTEC ADHERED E.P.D.M. MEMBRANE SYSTEM TO THE ABOVE REFERENCED PROJECT IN STRICT ACCORDANCE WITH THE ENCLOSED MANUFACTURER'S SPECIFICATIONS.

**Section 1:** \$33,450.00

**Section 4:** \$15,224.00

**Note:** Payment and Performance bond is not included in budgets if required.

**Note:** If both roof sections are completed under one signed contract, deducts will be available.

We propose hereby to furnish material and labor in accordance with above specifications, for the sum of:

\_\_\_\_\_ As Stated Above \_\_\_\_\_

Dollars

\*\*\*

**Note:** This proposal may be withdrawn by us if not accepted within 30 days.

Authorized Signature: \_\_\_\_\_

Acceptance of Proposal: The above prices, specifications and conditions are satisfactory and are hereby accepted. You are authorized to complete the work as specified.

Date of Acceptance: \_\_\_\_\_

Authorized Signature: \_\_\_\_\_

**PROPOSAL**  
**Tri-Cities Group Inc.**  
**Roofing Contractors**  
P. O. Box 909  
GRAND ISLAND, Nebraska 68802  
877-290-2224  
(308) 384-7230  
Fax (308) 384-7260

PROPOSAL SUBMITTED TO Hastings Public Schools/Matt Griess	PHONE 402-461-7598	DATE 4/5/2021
STREET 1142 West 18 <sup>th</sup> Street	JOB NAME Partial Classroom replacement	
CITY, STATE and ZIP CODE Hastings, NE 68901	JOB LOCATION Same	

We hereby submit specifications and estimates for:

60 mill, Fully adhered EPDM roof system. (approx. 7000 sq. ft.)

1. Remove the existing Ballast rock and haul from site.
2. Remove the existing EPDM and flashings and legally dispose of.
3. Mechanically anchor one layer of 1/2' Firestone, High density Polyiso coverboard.
4. Over the prepared surface, we will install a Firestone, 60 mill, fully adhered EPDM roof system. The membrane will be a low sloped, fire rated material. All pipes, drains, penetrations and wall will be flashed in accordance to Firestone's most current specifications.
5. We will tie into the existing EPDM roof system to create a watertight connection.
6. We will fabricate and install Coping metal made from 24-gauge, pre-finished metal. Color to be chosen from Firestone's standard color selection.
7. This proposal includes a Firestone 20 Year NDL Warranty.

To remove and replace any current wet 1.5" Polyiso. Add \$1.18 per square foot per layer.

We propose to furnish material and labor – complete in accordance with above specifications, for the sum of: \$ 57,480.00

**Fifty-seven thousand four hundred and eighty dollars.** .....

Payment to be made as follows:

Net 30 days from completion:

All material is guaranteed to be as specified. All work to be completed in a workmanlike manner according to standard practices. Any alteration or deviation from above specifications involving extra costs will be executed only upon written orders, and will become an extra charge over and above the estimate. All agreements contingent upon strikes, accidents or delays beyond our control. Owner to carry fire, tornado and other necessary insurance. Our workers are fully covered by worker's compensation insurance.

**Acceptance of Proposal:** The above prices, specifications and conditions are satisfactory and are hereby accepted. You are authorized to do the work as specified. Payment will be made as outlined above.

Date of Acceptance: \_\_\_\_\_

Authorized Signature

\_\_\_\_\_  
Gene Schacher

NOTE: This proposal may be withdrawn by us if not accepted with 30 days.

Signature \_\_\_\_\_

Signature \_\_\_\_\_

## **PERSONNEL**

### **Certificated Staff Retirement(s)/Resignation(s) – Skye Butterfield, Megan Ruby, Laura Zabloudil**

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

Skye Butterfield resigning from her Grade 5 Teacher position at Lincoln effective the end of the 2020-2021 school year. Resignation received after March 31 and contingent on finding a suitable replacement.

Megan Ruby resigning from her English Teacher position at Senior High effective the end of the 2020-2021 school year. Resignation received after March 31 and contingent on finding a suitable replacement.

Laura Zabloudil resigning from her Grade 5 E-Learning Teacher position at Lincoln effective the end of the 2020-2021 school year. This was a one-year assignment due to e-Learning needs in 2020-21.

### **Certificated Staff Transfer(s) – Andrew Adams, Kathy Delashmutt, Ronda Loetterle, Krista Niederklein, Cody Ochsner, Laurie Parr, Katie Schroder, Amber Schultz, Stephanie Story, Hannah Vacek, Shannon Waite**

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

Andrew Adams from Music Teacher at Longfellow to new Teacher on Special Assignment position at Longfellow. Mr. Adam's wage and placement will remain the same according to the 2021-2022 certificated salary schedule.

Kathy Delashmutt from Grade 5 Teacher at Lincoln to new Teacher on Special Assignment position at Lincoln. Ms. Delashmutt's wage and placement will remain the same according to the 2021-2022 certificated salary schedule.

Ronda Loetterle from Grade 3 Teacher at Lincoln to Grade 1 Teacher at Lincoln to replace Katie Schroder who is transferring to another position. Ms. Loetterle's wage and placement will remain the same according to the 2021-2022 certificated salary schedule.

Krista Niederklein from Special Education Skills 3 Teacher at Watson to Special Education Teacher at Watson to replace Stephanie Story who is transferring to another position. Ms. Niederklein's wage and placement will remain the same according to the 2021-2022 certificated salary schedule.

Cody Ochsner from Grade 6 Science Teacher at Middle School to Health Teacher at Middle School to replace Brian Itzen who is transferring to another position. Mrs. Ochsner's wage and placement will remain the same according to the 2021-2022 certificated salary schedule.

Laurie Parr from Grade 2 Teacher 1.0 FTE to Grade 2 Teacher .5411 FTE at Hawthorne to share position with Rachel Bosle. Ms. Parr's placement will remain the same according to the 2021-2022 certificated salary schedule, her wage will be adjusted for .5411 FTE assignment.

Katie Schroder from Grade 1 Teacher at Lincoln to Grade 4 Teacher at Lincoln to replace Kathy Delashmutt who is transferring to another position. Ms. Schroder's wage and placement will remain the same according to the 2021-2022 certificated salary schedule.

Amber Schultz from Special Education ED Teacher at Watson to new Teacher on Special Assignment position at Alcott. Ms. Schultz's wage and placement will remain the same according to the 2021-2022 certificated salary schedule.

Stephanie Story from Special Education Teacher at Watson to Special Education ED Teacher at Watson to replace Amber Schultz who is transferring to another position. Ms. Story's wage and placement will remain the same according to the 2021-2022 certificated salary schedule.

Hannah Vacek from Grade 5 Teacher at Watson to new Teacher on Special Assignment position at Watson. Ms. Vacek's wage and placement will remain the same according to the 2021-2022 certificated salary schedule.

Shannon Waite from Grade 1 Teacher at Hawthorne to new Teacher on Special Assignment position at Hawthorne. Ms. Waite's wage and placement will remain the same according to the 2021-2022 certificated salary schedule.

**Certificated Staff Appointment(s) – Rachel Bosle, Marleen Burkhart, Nicki Classen, Beth Cole, Susan Cole, Megan Fago, Paige Gajewski, Sky Mankin, William Martin, Halle Stephens**

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

Rachel Bosle to Grade 2 Teacher .5411 FTE at Hawthorne to share position with Laurie Parr. Ms. Bosle will be placed at BA18-1 according to the 2021-2022 certificated salary schedule. Her wage will be adjusted for the .5411 FTE assignment. Information about Ms. Bosle is attached.

Marleen Burkhart to new MTSS Coordinator at Middle School. Ms. Burkhart will be placed at MA18-11 according to the 2021-2022 certificated salary schedule. *Ms. Burkhart was previously approved as EL Teacher at Middle School.* Information about Ms. Burkhart is attached.

Nicki Classen to Grade 2 Teacher position at Lincoln to replace Ronda Loetterle who is transferring to another position. Ms. Classen will be placed at MA-6 according to the 2021-2022 certificated salary schedule. Information about Ms. Classen is attached.

Beth Cole to Special Education Skills 3 Teacher position at Watson to replace Krista Niederklein who is transferring to another position. Ms. Cole will be placed at BA09-5 according to the 2021-2022 certificated salary schedule. Information about Ms. Cole is attached.

Susan Cole to EL Teacher position at Middle School to replace Angelo Martinez who is transferring to another position. Ms. Cole will be placed at BA-3 according to the 2021-2022 certificated salary schedule. *Ms. Cole was previously approved as Library Para at Alcott.* Information about Ms. Cole is attached.

Megan Fago to Grade 5 Teacher position at Watson to replace Hannah Vacek who is transferring to another position. Ms. Fago will be placed at MA-11 according to the 2021-2022 certificated salary schedule. Information about Ms. Fago is attached.

Paige Gajewski to Special Education Teacher position at Longfellow to replace Elgene Grafel who is resigning. Ms. Gajewski will be placed at BA-1 according to the 2021-2022 certificated salary schedule. Information about Ms. Gajewski is attached.

Sky Mankin to Grade 1 Teacher position at Hawthorne to replace Shannon Waite who is transferring to another position. Ms. Mankin will be placed at BA09-6 according to the 2021-2022 certificated salary schedule. Information about Ms. Mankin is attached.

William Martin to Grade 6 Science Teacher position at Middle School to replace Cody Ochsner who is transferring to another position. Mr. Martin will be placed at BA-8 according to the 2021-2022 certificated salary schedule. Information about Mr. Martin is attached.

Halle Stephens to Music Teacher position at Longfellow to replace Andrew Adams who is transferring to another position. Ms. Stephens will be placed at BA-3 according to the 2021-2022 certificated salary schedule. Information about Ms. Stephens is attached.

**Extra Standard Staff Resignation(s) – Ashley Caudill, Nick Drake, Charles Ferguson, Allison Kasparek, Andrew McCarty, Laurie Parr, Nanette Reiman, Megan Ruby**

The administration recommends acceptance of the following extra standard resignations:

Ashley Caudill resigned Senior High Cheer Coach position effective the end of the 2020-2021 school year.

Nick Drake resigned 8<sup>th</sup> Grade Boys Basketball position effective the end of the 2020-2021 school year.

Charles Ferguson resigned Senior High Assistant Boys Basketball position effective the end of 2020-2021 school year.

Allison Kasparek resigned Middle School Assistant Track position effective the end of 2020-2021 school year.

Andrew McCarty resigned from Senior High Assistant Football position effective the end of the 2020-2021 school year.

Laurie Parr resigned 2<sup>nd</sup> Grade Liaison position effective the end of the 2020-2021 school year.

Nanette Reiman resigned 2<sup>nd</sup> Grade Liaison position effective the end of the 2020-2021 school year.

Megan Ruby resigned Foreign Language Sponsor position effective the end of the 2020-2021 school year.

**Extra Standard Staff Appointment(s) – Kent Rothfuss, Melanie Smith, Peter Theoharis, Katherine Welk**

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

Kent Rothfuss to new Head Girls Bowling Coach position at Senior High. Mr. Rothfuss will be paid the Senior High Head Bowling stipend of \$2,492.00 at Category II, Level 1 according to the 2021-2022 extra standard salary schedule. Information about Mr. Rothfuss is attached.

Melanie Smith to Teammates Coordinator position at Senior High to replace Jalaene Choquette who is retiring. Ms. Smith will be paid the Teammates Coordinator stipend of \$4984.00 at Category V, Level 1, according to the 2021-2022 extra standard salary schedule.

Peter Theoharis to new Head Boys Bowling Coach position at Senior High. Mr. Theoharis will be paid the Senior High Head Bowling stipend of \$2,492.00 at Category II, Level 1 according to the 2021-2022 extra standard salary schedule.

Katherine Welk to Teammates Coordinator position at Middle School to replace Michelle Kimle who resigned. Ms. Welk will be paid the Teammates Coordinator stipend of \$4984.00 at Category V, Level 1, according to the 2021-2022 extra standard salary schedule.

**Classified Transfer(s) – Oscar Perez**

The administration recommends the following Classified transfer(s):

Oscar Perez from EL Para at Alcott to new Tech Para position at Middle School. Mr. Perez's wage will remain the same according to the 2021-2022 classified salary schedule.

**Classified Staff Appointment(s) – Laura Sheppard, Ethan Smith**

The administration recommends the following classified appointment(s):

Laura Sheppard to Middle School Secretary position to replace Patricia Schultz who is retiring. Ms. Sheppard will be paid the starting wage for Secretary 12 with adjustment for education and experience, according to the 2020-2021 classified salary schedule. Information about Ms. Sheppard is attached.

Ethan Smith to General Maintenance and Grounds position to replace Christopher Faber who resigned. Mr. Smith will be paid the starting wage for General Maintenance and Grounds, with adjustment for education and experience, according to the 2020-2021 classified salary schedule. Information about Mr. Smith is attached.

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

Rachel Bosle

Grade 2 Teacher (.5411 FTE)  
Hawthorne School

EXPERIENCE:

First Teaching Experience

EDUCATION:

Bachelor of Arts – 2014  
Special Education K-12  
Elementary Education K-8  
Hastings College - Hastings, NE

Diploma  
Franklin Public School – Franklin, NE

SALARY:

BA18-1  
\$20,996.84 (0.5411 FTE)

## NEW CERTIFICATED STAFF APPOINTMENT FOR 2021-2022

Marleen Burkhart

MTSS Coordinator  
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 2021-2022**

Nicki Classen

Grade 2 Teacher  
Lincoln School

EXPERIENCE:

Lincoln Public Schools – Lincoln, NE  
Grade 2 Teacher  
08/2016 – present

Substitute Teacher  
03/2015 – 05/2016

EDUCATION:

Master of Education – 2018  
Curriculum and Instruction  
Nebraska Wesleyan University - Lincoln, NE

Bachelor of Science – 2015  
Elementary Education  
Nebraska Wesleyan University – Lincoln, NE

Diploma  
Elmwood-Murdock High School – Murdock, NE

SALARY: MA-6  
\$50,018.00

## NEW CERTIFICATED STAFF APPOINTMENT FOR 2020-2021

Beth Cole

Special Education Skills 3 Teacher  
Watson School

EXPERIENCE:

Mosaic – Axtell, NE  
Special Education Teacher  
03/2020 – present

Council Bluffs Public Schools – Council Bluffs, IA  
Special Education Teacher K-6  
08/2000 – 12/2002

Callaway Public Schools – Callaway, NE  
Special Education Teacher K-6  
08/1999 – 05/2000

EDUCATION:

Bachelor of Arts – 1999  
Special Education K-12  
University of Nebraska – Kearney, NE

Diploma  
Cherokee High School – Cherokee, IA

SALARY:     BA9-5  
                     \$43,610.00

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

Susan Cole

EL Teacher  
Middle School

**EXPERIENCE:**

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:** BA-3  
\$38,804.00

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

Megan Fago

Grade 5 Teacher  
Watson School

EXPERIENCE:

Hastings Catholic Schools – Hastings, NE  
Middle School Science Teacher  
08/2014 – present

Elkhorn Public Schools – Elkhorn, NE  
Grade 5 Teacher  
08/2000 – 05/2005

EDUCATION:

Master of Education – 2003  
Curriculum and Instruction  
Doane College – Crete, NE

Bachelor of Arts – 2000  
Elementary Education  
University of Nebraska – Kearney, NE

SALARY: MA-11  
\$58,028.00

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

Paige Gajewski

Special Education Teacher  
Longfellow School

EXPERIENCE:

First teaching experience

EDUCATION:

Bachelor of Arts – Anticipated 2021  
Early Childhood Education  
Hastings College – Hastings, NE

Diploma  
Broken Bow High School – Broken Bow, NE

SALARY: BA-1  
\$35,600.00

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

Sky Mankin

Grade 1 Teacher  
Hawthorne School

EXPERIENCE:

Aurora Public Schools – Aurora, NE  
Grade 1 Teacher  
08/2016 – present

EDUCATION:

Bachelor of Arts – 2016  
Elementary Education  
University of Nebraska – Kearney, NE

Diploma  
Wilbur-Clatonia Public Schools – Wilbur, NE

SALARY:

BA9-6  
\$45,212.00 (pending transcripts)

## NEW CERTIFICATED STAFF APPOINTMENT FOR 2021-2022

Casey Martin

Science Teacher  
Middle School

EXPERIENCE:

Quality Schools International of Malta –  
H'Attard, Malta  
Grade 5 Teacher  
07/2019 – 07/2020

Quality Schools International of Sarajevo –  
Sarajevo, Bosnia  
Teacher  
07/2016 – 07/2019

Quality Schools International of Chengdu –  
Chengdu, China  
Teacher  
07/2011 – 07/2016

J.W. Wiseman Elementary – Portland, TN  
Grade 5 Teacher  
08/2008 – 06/2011

EDUCATION:

Bachelor of Science – 2007  
Elementary Education K-5  
Western Kentucky University – Bowling Green,  
KY

Diploma  
Gallatin High School – Gallatin, TN

SALARY: BA-8  
\$46,814.00

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

Halle Stephens

Music Teacher  
Longfellow School

**EXPERIENCE:**

Woodland Park School District – Woodland  
Park, CO  
Music Teacher  
07/2019 - present

**EDUCATION:**

Bachelor of Arts – 2019  
Music Education K-12 Vocal and Instrumental  
Ft Hays State University – Hays, KS

Diploma  
Arapahoe-Holbrook Public School – Arapahoe,  
NE

**SALARY:** BA-3  
\$38,804.00

**NEW EXTRA STANDARD STAFF APPOINTMENT FOR 2021-2022**

Kent Rothfuss

Head Girls Bowling Coach  
Senior High

EXPERIENCE:

Hastings High Club Sport – Hastings, NE  
Girls Head Bowling Coach  
11/2015 – present

Matt Friend Trucking - Hastings, NE  
Office Manager  
02/2018 – present

EDUCATION:

United States Air Force  
Tech Sergeant  
08/1980 – 09/2000

Diploma  
Hastings High School – Hastings, NE

SALARY:     Category II, Level 1  
                  \$2492.00

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

Laura Sheppard

Secretary  
Middle School

EXPERIENCE:

Rustad Dermatology – Hastings, NE  
Office Manager  
11/2019 – 08/2020

Sherwin Williams – Hastings, NE  
Store Manager  
09/2015 – 11/2019

EDUCATION:

Omaha School of Massage and Healthcare –  
Omaha, NE

Diploma  
Hastings High School – Hastings, NE

SALARY:     \$10.25/hr

## NEW CLASSIFIED STAFF APPOINTMENT FOR 2020-2021

Ethan Smith

General Maintenance and Grounds  
Maintenance

EXPERIENCE:

Mid-State Engineering and Testing –  
Columbus, NE  
Engineering Technician  
08/2019 – present

Werner Construction – Hastings, NE  
Surveyor / Lab Technician  
02/2008 – 08/2019

EDUCATION:

Undergraduate Studies  
University of Nebraska – Kearney, NE

Diploma  
Silver Lake High School – Roseland, NE

SALARY:    \$12.00/hour

