



Work Session

Thursday, November 4, 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. Superintendent's Intent to Extend - Jim Boeve -
6. Reminder to declare if running for President or Vice-President - Jim Boeve -
7. Information on "Spotlight on Learning" - Jeff Schneider -
8. Update on Return to Learn plan - Jeff Schneider -
9. Tri-City Alliance ASCEND Academy update - David Essink -
10. Substitute Teaching Incentive pay - David Essink -
11. Approve first reading of new Policy 408.07 Incentive for Early Notification of Intent to Resign or Retire - David Essink -

12. Approve purchase of new vans and suburbans - Trent Kelly -

13. Approve replacement of vertical platform wheelchair lift at Senior High - Trent Kelly -

14. Approve the 2022-23 school year sabbatical request of Olivia Loetterle - Jeff Schneider -

15. *Consent Agenda - David Essink -

16. Reminders - Jim Boeve -

17. Executive Session - Jim Boeve -

18. 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.

October 26th, 2021

Members of the Hastings Public Schools Board of Education:

Please accept this document as the Superintendent's Notice of Intent to Extend. In my contract it states that I am required to give this to the Board between October 15th and December 1st. The Board has until December 31st to give notice to not extend. It has been a pleasure to serve in this capacity and I would love the opportunity to continue to do so.

Thank you,

A handwritten signature in black ink, appearing to read 'Jeff Schneider', with a long horizontal flourish extending to the right.

Jeff Schneider
Superintendent
Hastings Public Schools

Reflection from ASCEND interns (1st Quarter)

Jessica Schroeder (from Grand Island Public Schools)

1st Quarter Internship at Lincoln Elementary in Hastings

During the past 8 weeks of my ASCEND Internship, I have been able to participate in the MTSS process in the areas of academics and behaviors. I have also been able to participate in grade level PLCs (Professional Learning Communities). At Lincoln, grade level teams work on a 15 day challenge within the PLC process. The 15 Day Challenge is about digging into standards and looking at assessments and knowing what students must know to be successful at their grade level. Grade level teams are able to identify necessary skills and checks along the way to make sure students are learning the information. The 15 Day Challenge also has opportunities for reteaching and extension based on data collected during the challenge. This has been a great opportunity for me to learn about their PLC process.

I have solidified the fact that relationships are key no matter what role you have in a school. Relationships with students, staff, and families are key for the success of the students. Having someone with experience to help process situations has been very helpful. It has been valuable to process what information a principal uses to help make day to day decisions, as well as thinking about different leadership teams and having the right people on the right teams. There are so many things to think about with each decision. Talking through this process has helped me think about the systems at play within the school.

As a cohort we have been learning about our leadership qualities and how to use our leadership skills while working with others.

Being a part of the ASCEND Internship has been an amazing experience. These first 8 weeks have helped me reflect and grow my leadership skills that may not have had an opportunity to develop without the support of the cohort.

I am thankful for this opportunity and look forward to more learning in the following weeks.

Shannon Blaschko (from Kearney Public Schools)

1st Quarter internship at Shoemaker Elementary in Grand Island

I want to express to you my gratitude for giving me this wonderful opportunity. This internship has been a dream come true and I have learned so much throughout this first quarter. Grand Island Public Schools have been so welcoming. There are a lot of great things happening throughout your school district. There's a lot to celebrate and be proud of. Your leadership team, teachers, paras and classified staff work as a team to meet the needs of every student.

The Shoemaker school community has welcomed me and made me feel like part of the family, so much so that it is going to be very hard to leave. I'm sure Monday morning on the 18th, my mind will be on all of those students that I regularly get hugs from, those parents that I say

“good morning” to each day, and the classroom visits that I stop into, to do my student “check ins”.

This internship has also given me the opportunity to explore the differences between the two districts. Grand Island comparably is a larger district that has a student enrollment of approximately 9900 students, whereas Kearney’s enrollment is approximately 6000 students. The demographics of each district differ especially in the percentage of English learners and free and reduced lunch. Shoemaker has an enrollment of approximately 450 students.

This internship has created a bond between our districts that has been insightful. It is inspiring to be united with each district; meeting student needs, supporting teachers, creating plans and interventions, analyzing data, implementing SECL needs to address the “whole child”, delving into SIP to analyze strengths/weaknesses and follow-through to attain goals, doing trend walks to recognize trends and create a strategic plan that supports student achievement, utilizing positive behavior supports that meet the fidelity of Tier I Interventions, attending PLC’s, professional development meetings, IEP’s and bonding with parents to work as a team to meet the needs of their child.

Lee Wolfe has been a great mentor. He has a great rapport with his staff. The positive school climate at Shoemaker is a blessing and says a lot about his leadership and the teachers that he hires. He actively coaches his teachers and offers suggestions and strategies to utilize in the classroom. He makes a point to be present in his role. He builds relationships with everyone throughout the school community. He does such a great job working as a team with his school specialists; the academic support coach, the school psychologist, the school social worker, Social-Emotional Cognitive Learning Specialist, and school counselor to meet the needs of the Shoemaker students. He is always there to support and encourage his teachers. He has taught me so much about the positive support framework when addressing disruptive behaviors. He ensures that this framework is utilized with fidelity throughout the entire school community. He has been a wonderful role model and I consider him a source of support in the future. We collaborated very well together and I value everything he has taught me. Lee was also gone one full day as well as a half a day, he left me in charge on these days with the support of the other specialists. This was a great boost to my confidence and reinforced my leadership capabilities and skills that he had been teaching me this quarter. The Shoemaker family is very blessed to have a positive and inviting school climate.

I have also learned so much about the L4L trend walk program. It has given me a chance to get into classrooms and see learning taking place. This program and it’s consistency has a large role in providing growth and improvement in the classroom to impact student learning. This along with the positive support fidelity check and researching trend walk data, helps to steer coaching cycles, analyze areas of strengths and weaknesses, improve school-wide trends, examine where the needs are for professional development, and awareness regarding the fidelity of the curriculum.

I was also given the task of having a first year teacher book study that met weekly. The book that we read is Everything a New Elementary School Teacher Really Needs to Know (But Didn't learn in college). This gave me a chance to mentor the new teachers weekly, to talk about personal positives, professional positives, and reflect on "aha" moments they had in the classroom. We also reviewed what was learned in each chapter and talked about the experience they were having. This gave me a chance to offer advice and see these teachers grow. I would also send out a weekly "Tips and Appreciation" to all of our new teachers. This was an affirmation and also a variety of tips that may help them with different strategies to use in the classroom. I also volunteered to cover classrooms of newer teachers so they could participate in instructional rounds. The second year teachers missed out on this due to the covid restrictions last year.

I presented to the paraprofessionals and classified staff at the beginning of the school year. This was a presentation on positive behavior supports throughout the school, awareness of school-wide expectations, and responsibilities and guidelines for paraprofessionals. Weekly I send a classified staff and paraprofessional tips and appreciation newsletter. It's important that they know their value in helping to educate the GIPS students. 1GIPS for all. "The whole village concept for improving schools stresses the importance of all school employees working together to help students succeed – everyone from principals, custodians and bus drivers to teachers, paras, nurses, administrators, security and food service workers. The objective is to create a school culture that helps students reach their full potential academically, socially, and emotionally. (<https://www.nea.org/advocating-for-change/new-from-nea/positive-school-cultures-thrive-when-support-staff-included>)
<https://docs.google.com/presentation/d/1PI0Sq0VBom8r98ril-FEYhYf9GwCgqYsqJOF8iR6Su0/edit>

I created a parent letter that provided information on Shoemaker drop-off and pick-up procedures. This letter talked about safety and general guidelines. It is vital that we provide a safe and efficient method of dropping-off and picking-up students. This can be one of the busiest parts of the day, it is essential that everyone understand the priority of safety.
https://docs.google.com/document/d/1PhPIhLqLC9yrkRk6_rhrEt4tKpBWOH6T5WFNGbOsrwk/edit

Lee and I had supervision duties during drop-off and pick-up, lunch and recess, and also subbed in classrooms when needed. As we all know the sub, para, and teacher shortage is hitting us all. This is a time that we all have to pull together and support each other in the best interests of our students.

The biggest takeaway from this experience was the need for more special education support. This is a need that would be beneficial to the learning of all students. It would also help support the social and emotional learning for the high needs students. This also would cut down on office referrals.

Thank you so much for giving me this opportunity. I do not take for granted what each district had to provide in order for the interns to participate in this leadership program. The ASCEND program will prove to be a model for other school districts throughout Nebraska and possibly the United States. The amount I've learned throughout this experience has been invaluable in preparing me for a leadership opportunity for myself. I will always value the relationships that I have formed here at GIPS and Shoemaker.

Tamisha Osgood (from Hastings Public Schools)

1st Quarter internship at Kenwood Elementary in Kearney

The Ascend Academy has been a wonderful experience. I am currently at Kenwood Elementary in Kearney with principal Jill Clevenger. Kenwood is a 3 unit building with 380 students.

Kenwood doesn't serve Title or ELL students but it has a classroom for students with autism. I have been learning a lot about the KPS system and the overall role of a building principal.

During this experience I have:

- Worked closely with the building principal to prepare for open house and staff development
- Trained paraprofessionals at the beginning of the year
- Learned how the building runs, duties, coverage, communication, positive behavior support/discipline procedures
- Attended MDT/IEP meetings, SAT (Student Assistance Team) meetings, and Collaboration meetings
- Learned about FastBridge Reading and Math testing and other instructional tools like Zearn Math, Lexia, and TRI (Targeted Reading Intervention) and Heggerty
- Promoted appreciation for the staff members
- Conducted the morning zoom announcements
- Performed many walkthroughs and have given written feedback to staff on TalentEd
- Handled discipline and have written office referrals, communicated with parents and teachers.
- Learned to input some behavior data into Infinite Campus the KPS informational management system
- Built relationships with students and staff by being visible in the building.



**HASTINGS
PUBLIC SCHOOLS**

Assuring the essential. Expanding the possible.

HUMAN RESOURCES OFFICE

Memo

To: Substitute Teaching Staff
From: David Essink, Director of Human Resources
Date: December 14, 2021
Re: Substitute Teaching Incentive

Substitute Teaching Incentive

Effective January 10, 2022, Hastings Public Schools will implement a 75% incentive goal for substitute teachers each pay period. If a substitute teacher works for HPS at least 75% of the days during a pay period, the sub will be paid an additional \$200 for that pay period.

Pay Period	Possible Days	75% of days
Jan 10 - Feb 9	22	16.5
Feb 10 – Mar 9	18	13.5
Mar 14 – Apr 8	20	15
Apr 11 – May 9	19	14.25
May 10 – May 19	8	6

If you have any questions, please don't hesitate to contact Human Resources at 402-461-7502.

INCENTIVE FOR EARLY NOTIFICATION OF INTENT TO RESIGN/RETIRE

Non administrative certified employees who submit a letter of intent to resign or retire at the end of the school year, by the third Friday in December, will receive a \$500 stipend to be paid on or before the employee's final payroll. This will allow the District an opportunity to begin the hiring process earlier to find the best candidates for open positions.

The following conditions must be met to qualify:

1. Currently at least a .50 FTE employee
2. Complete the entire school year before leaving the District.

An employee is NOT eligible if:

1. Currently receiving long-term disability benefits.
2. On administrative leave.
3. Employment is terminated by the District.

In order to qualify, a non administrative certified staff member must submit a letter of resignation/retirement to HR by the 3rd Friday in December. The resignation/retirement must also be accepted and approved by the Board of Education to qualify for the incentive.

Approved _____

HASTINGS PUBLIC SCHOOLS



David Elsten
JERRY SPADY CADILLAC

ATTENTION ALL USERS: When using Order Workbench (OWB), please DO NOT disable pop-up windows functionality. OWB uses pop-up windows to display business critical alerts, confirmations and warning messages while in transactions. For assistance, contact the OWB Help Desk at 1-888-337-1010.

jvm003 | Logout

ORDER Workbench Main > Order Vehicles > Configure a New Vehicle: View Summary

- PLAN & FORECAST
- ORDER VEHICLES
- MANAGE INVENTORY
- LOCATE VEHICLES
- DELIVER VEHICLES
- REPORTS & TOOLS

Configure a New Vehicle:View Summary



Choose Model Choose Options Customer/Other Info View Summary

RELATED LINKS

- Return to Order Vehicles Page
- Configure a New Vehicle
- View My Allocation and Constraints
- View Stored Configurations
- View My Request for Order List
- US On-Line Order/Reference Guide

Review the vehicle configuration information in order to ensure that it is correct. If you need to make a change click "Back" to return to the Configure and Submit Request for Order: Customer/Other Info screen. Click "Submit Request for Order" to submit this configuration as a request for order. Click "Save as Stored Configurations" in order to store this configuration. Click "Submit Order Changes" to apply order changes, if page accessed from Change Single order path. Click "Cancel" to cancel the entire configuration.

Note: A submitted request for order is at Event Code 1000 (Order Request Added).

GM Business Associate Information

Summary View with prices ▼

Charge-to BAC: 116211	Charge-to BFC: 1
Ship-to BAC: 116211	Ship-to BFC: 1
Contact Name:	DAN:
Phone #:	Stock No:

Model Information

Model Year: 2022	Distrib.Entity: FLT Fleet	Order Type:FBN-GMCL - Government with CA
Division: CHEVROLET TRUCK	Allocation Group: SUBURB	
Model: CK10906 - Suburban: 4WD		
MSRP: †: \$55,350.00	MSRP: w/DFC †: \$57,045.00	
Invoice: †: \$52,362.90	Invoice: w/DFC †: \$54,057.90	

Customer Information

Business Name
Hastings Public Schools

Phone:
Email:

\$54057.90
x 3

Fleet Information

Primary FAN: 455718 End-User FAN:
PO Number:

\$162,173.70

Configuration Information

Quantity: 1

PEG: 1LS
Primary Color: GAZ - Summit White
Engine: L84 - Engine, 5.3L EcoTec3 V8
Transmission: MHS - Transmission, 10-speed automatic
Trim: HV5 - Gideon/Very Dark Atmosphere, Premium cloth seat trim
Emissions: FE9 - Emissions, Federal requirements
Requested TPW: 11/22/2021

Options: A2X, A50, ARN, AT6, ATH, B30, B58, BTV, BVE, C3F, CJ2, D07, DLF, FE9, GU5, IOR, K34, KC4, KI4, KNP, KW5, L84, MHS, N37, NP5, PED, PZX, QDF, T8Z, TB4, TQ5, U2K, UD5, UDD, UE1, UE4, UEU, UHX, UHY, UK3, UKJ, USR, UTJ, UVB, V55, VK3, Z82, ZW7

View Descriptions

▶ Save in Stored Configurations

CANCEL

BACK

SUBMIT REQUEST FOR ORDER

CNGP530

VEHICLE ORDER CONFIRMATION

09/30/21 09:23:57

=>

Dealer: F53651

2022 TRANSIT NA

Page: 1 of 1

Order No: 9000 Priority: E1 Ord FIN: QH101 Order Type: 5B Price Level: 220

Ord Code: 301A Cust/Flt Name: HPS PO Number:

		RETAIL	DLR INV			RETAIL	DLR INV
K1Y	T150 LR PVAN RW	\$42600	\$40470.00	425	50 STATE EMISS	NC	NC
	130" WHEELBASE			57A	S/ST SWITCH DEL	NC	NC
YZ	OXFORD WHITE			57B	MANUAL A/C	NC	NC
V	VINYL			60C	CRUISE CONTROL	325	296.00
K	PALAZZO GRAY			68J	EX LNG RNG BDS	655	596.00
301A	PREF EQUIP PKG			92E	PRIVACY GLASS	500	455.00
	.XL TRIM			98F	FLEX FUEL CAPBL	NC	NC
998	3.5L PFDI V6				SP FLT ACCT CR		(1213.00)
44U	.10-SPEED TRANS				FUEL CHARGE		15.95
TC8	.235/65R16C BSW				DEST AND DELIV	1695	1695.00
X73	3.73 NON-LS	NC	NC	TOTAL	BASE AND OPTIONS	45775	42314.95
	JOB #1 ORDER			TOTAL		45775	42314.95
	FRT LICENSE BKT	NC	NC	*THIS IS NOT AN INVOICE*			
20F	8550# GVWR	NC	NC				
21G	2W D/P PLZ VNYL	NC	NC				

F1=Help F2=Return to Order F3/F12=Veh Ord Menu
 F4=Submit F5=Add to Library

S099 - PRESS F4 TO SUBMIT

QC07198

VIDP0217

2,6

~~\$41,450.-~~

~~- 6,300.-~~

Govt Price
Concession

\$35,150.-

x 3

\$105,450.00

TOTAL \$267,623.70

2021 Transit

Passenger Van XL

Have vehicle
questions?



Representative exterior shown. Actual exterior may vary. See your dealer for details.

Corporate Office

951 S Saddle Creek Road
Omaha, NE 68106

402-553-7000 Phone
402-553-7611 Fax
800-397-4000 Toll Free



Website

www.accesslevatorinc.com

Branch Offices

Kansas City (816) 822-2192
Sioux Falls (605) 368-2885
Des Moines (515) 243-8000
Oklahoma City (405) 381-9009
St. Louis (314) 361-2121

October 28, 2021

Hastings Public Schools
1924 West A street
Hastings, NE 68901
Attn: Matt Griess matt.griess@hpstigers.org

AEL, Inc. proposes to furnish and install 1 Garaventa Genesis Vertical Platform Lift model GVL-EN-144 in the Hastings High Theatre, Hastings, Ne 68901, in accordance with the following:

PLATFORM: Platform will be 37 1/4 inches wide by 53 7/8 inches long and have two stops with on/off same side configuration. Travel will be maximum 12 feet. Capacity is 750 pounds.

SPEED: Approximately 20 fpm (plus or minus).

DRIVE SYSTEM: Chained hydraulic drive system with continuous mains power and auxiliary battery power, slack cable safety device, and manual lowering relief valve. **Options selected:** oil recovery system

CONTROLS: Keyless elevator style illuminated push button call station controls. Keyless elevator style illuminated push button platform controls. prewire for phone (connection to existing service excluded) with telephone traveling cable will be provided. **Options selected:** none

ENCLOSURE, SIDEWALLS & DOORS: Enclosure panels to be clear plexi-glass. There will be a 36 inch wide clear plexi door at the bottom landing. The top landing will have a 36 inch wide clear plexi gate. Floor mount with ramp provided and u brace for mast top landing.

SAFETY DEVICES: The unit shall have the following safety features for protection of users and the general public:

1. Upper and lower limit switches
2. Final limit switch
3. 24 VAC controls
4. Grounded electrical system
5. Non-slip platform
6. Emergency stop switches with battery backup on the platform control
7. Electro-mechanically locking door or gate at each landing
8. Slack chain switch

WORK BY OTHERS:

1. Owner agrees to give AEL, Inc. uninterrupted use of the premises adjacent to the

The above provisions, together with the TERMS AND CONDITIONS ATTACHED HERETO, when signed by you and us shall constitute a fully binding and enforceable contract between you and us. No changes in or additions to this contract will be enforceable unless made in writing and properly initialed by both parties.

SIGNED AND ACCEPTED IN DUPLICATE ON _____ 20_____

RESPECTFULLY SUBMITTED ON _____ 20_____

BY _____

AEL, INC. (sometimes referred to as "we" or "us")

BY _____
Signature(s) of Authorized Representative(s)

BY _____
Signature of Authorized Representative

TITLE _____

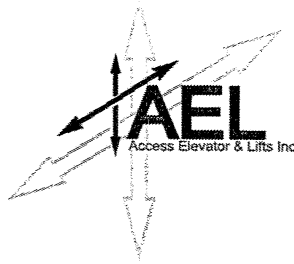
TITLE _____

THIS CONTRACT IS VOID AND OF NO EFFECT IF NOT FULLY EXECUTED WITHIN 30 DAYS FOLLOWING THE DATE SUBMITTED BY US.

Corporate Office

951 S Saddle Creek Road
Omaha, NE 68106

402-553-7000 Phone
402-553-7611 Fax
800-397-4000 Toll Free



Website

www.accessselevatorinc.com

Branch Offices

Kansas City (816) 822-2192
Sioux Falls (605) 368-2885
Des Moines (515) 243-8000
Oklahoma City (405) 381-9009
St. Louis (314) 361-2121

- elevator during the regular working hours.
- 2. Owner will supply and install 120 volt, 60-cycle power supply with a 20 amp fused disconnect as directed by AEL, Inc.
- 3. Owner will supply and install a phone line run into the hoist-way (as directed by AEL, Inc.) If required
- 4. Owner will supply and install a light fixture at the top of the hoist-way. If required

WARRANTY: AEL, Inc. will provide a two-year warranty on parts and a one-year warranty on labor (call back service during regular business hours only).

PRICE: The contract price of \$36,348.00 includes all labor, materials, permits, and shipping. Any applicable taxes including sales, excise, and use taxes will be charged in addition to the contracted price. We require a down payment of \$25,443.60 (70 %of the purchase price) with the signing of the contract. The balance is due upon completion of the installation.

If this contract is acceptable, please sign and return one copy along with your check to our office. Any changes made to this contract may result in additional fees.

The above provisions, together with the TERMS AND CONDITIONS ATTACHED HERETO, when signed by you and us shall constitute a fully binding and enforceable contract between you and us. No changes in or additions to this contract will be enforceable unless made in writing and properly initialed by both parties.

SIGNED AND ACCEPTED IN DUPLICATE ON _____ 20 _____

RESPECTFULLY SUBMITTED ON _____ 20 _____

BY _____

AEL, INC. (sometimes referred to as "we" or "us")

BY _____
Signature(s) of Authorized Representative(s)

BY _____
Signature of Authorized Representative

TITLE _____

TITLE _____

THIS CONTRACT IS VOID AND OF NO EFFECT IF NOT FULLY EXECUTED WITHIN 30 DAYS FOLLOWING THE DATE SUBMITTED BY US.

29 September 2021

Dear Mr. Schneider,

I am writing this letter to propose my intentions of taking a sabbatical leave next school year 2022-2023. My purpose for this sabbatical is reason number two from the Hastings Public Schools Master Agreement (p. 21), "Travel that will enhance the applicant's professional growth and development."

I am working with a company called Travel Bud that assists teachers in teaching English abroad. Through Travel Bud, I will be traveling to Japan from July 25, 2022 to around the end of August 2023. I understand that this would be a couple of weeks longer than a school year, since I would not return until about a week and a half after school has begun in 2023. However, I am unable to stay less than this time frame due to the tax and work visa laws in Japan. I am willing to use my professional development days, personal days, and sub dock days for the time I would miss at the beginning of the 2023-24 school year.

I have not yet been able to iron out too many details regarding my travel due to the fact that I first need your permission for sabbatical leave to be able to continue planning through Travel Bud. What I do know is:

- I would leave the U.S. July 25, 2022.
- Upon arrival to Japan, I will complete a Teaching English as a Foreign Language (TEFL) certification course (1 month).
- Once the course is completed, I will be placed by Travel Bud in a Japanese school.
- I will be working with elementary aged students, most likely early childhood (PreK-3).
- I will be paid to work at my school in Japan, but I am not yet sure of the salary. This will depend on what school I end up at.
- I will be provided housing through my school placement.
- I will return to the U.S. near the end of August 2023, not sure of the exact date yet.

Regarding my teaching placement upon returning, I would love to be able to return to teaching Kindergarten at Longfellow. However, I do understand if this is not a possibility. If this is not possible, I would like to apply to teach preschool in 2023 if there are positions available. If neither of these plans work out, I am willing to teach in any area I am certified in (Elementary PreK-6; Elementary, Middle or High School EL).

I believe this trip will enhance my professional growth and development in many ways. Firstly, the areas of teaching I am most interested in are English Learners and Early/Elementary Education. I would be working with both of those areas year-round at a school in Japan. I also believe that this experience along with my ability to speak conversational Spanish would make me an asset to the EL team here at Hastings Public Schools should a position become available. Not only will teaching English abroad improve my EL teaching skills, but it will also improve my ability to work with all kinds of different adults and students. So I will be able to apply new skills in differentiating for all students. Overall, I truly believe this trip will provide me with so many new skills and experiences that I will be able to apply to my teaching upon returning to Hastings Public Schools.

Thank you so much for your time and consideration.

Sincerely,

A handwritten signature in black ink, appearing to read "Olivia Loetterle". The signature is written in a cursive style with a large initial "O".

Olivia Loetterle

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

- a. Eligibility: An employee may request sabbatical leave only after he/she has completed five (5) years of continuous and satisfactory service in the Hastings Public Schools.
- b. Purposes: Employees may be granted sabbatical leave for the following purposes:
 1. Study at an accredited institution in an area directly related to elementary and secondary education in a public school setting.
 2. Travel that will enhance the applicant's professional growth and development.
 3. Observations of schools and schoolwork for the purpose of conducting research.
- c. Application: An eligible employee shall make written application for sabbatical leave to the Superintendent of Schools on or before October 1 of the year preceding the sabbatical leave. This written request must include a statement about the proposed course of study, itinerary, or an outline of the general subject of investigation in schools to be visited.
- d. Compensation: If an employee is granted sabbatical leave, he/she will receive a contracted salary equal to one-half (1/2) of the current base salary; i.e., the salary in the BA Column at Level 1 for the year during which the employee is on sabbatical leave. This amount will be paid to the employee in equal monthly installments.

An employee on sabbatical leave must report any compensation received from sources other than the Hastings Public Schools. If the compensation received from other sources plus one-half (1/2) of the current base salary exceeds the total current base salary, the amount provided by the District to the employee on sabbatical leave will be reduced by the amount exceeding the total current base salary.
- e. Health Insurance: An employee on sabbatical leave may remain on the health insurance plan during the sabbatical. The employee shall be responsible for paying monthly health insurance premiums during the term of the sabbatical.
- f. Return to Service: At the completion of the sabbatical leave, the employee must return to the employ of the Hastings Public Schools for a period of

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

In the event said employee does not complete a second year of service in the Hastings Public Schools immediately following the leave, the employee shall repay one-half (1/2) of all the sums advanced by the District during the leave period. If any funds advanced by the District become payable, such amounts shall become due and payable as of the date of termination and shall bear interest at the current legal rate as determined by the Nebraska State Legislature.

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

PERSONNEL

Classified Staff Releases/Resignations/Retirements – Melissa Hart, Kelly Luvaas (Flanigan), Marilyn Shaw

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

Melissa Hart retiring from Paraeducator position at Middle School effective December 17, 2021.

Kelly Luvaas resigning from Paraeducator position at Lincoln effective December, 17, 2021.

Marilyn Shaw resigned from Food Service position at Middle School effective November 4, 2021. This position will not be replaced by HPS.

Classified Staff Transfer(s) – Dale Lambrecht, Debbie Svoboda, Ryan Voboril

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

Dale Lambrecht from Head Day Custodian at Longfellow to Night Custodian split position at Watson/Alcott to replace William King who was released. Mr. Lambrecht's wage will remain the same.

Debbie Svoboda from Night Custodian split position at Alcott/Lincoln to Night Custodian at Senior High to replace Ryan Voboril who transferred to a new assignment. Ms. Svoboda's wage will remain the same.

Ryan Voboril from Night Custodian at Senior High to Head Day Custodian at Longfellow to replace Dale Lambrecht who transferred to a new assignment. Mr. Voboril's wage will be adjusted to the new assignment, according to the 2021-2022 classified salary schedule.

Classified Staff Appointments – Bryce Stearns, Danielle Turner

The administration recommends the following Classified appointment(s):

Bryce Stearns to Night Custodian at Lincoln/Middle School to replace Debbie Svoboda who transferred to a new assignment. Mr. Stearns will be paid the starting wage for Senior High Night Custodian according to the 2021-2022 classified salary schedule, with adjustment for education and/or prior experience. Information about Mr. Stearns is attached.

Danielle Turner to Special Education Paraeducator position at Senior High to replace Jessica Menke who resigned. Ms. Turner will be paid the starting wage for Paraeducator according to the 2021-2022 classified salary schedule, with adjustment for education and/or prior experience. Information about Ms. Turner is attached.

NEW CLASSIFIED APPOINTMENT FOR 2021-2022

Bryce Stearns

Night Custodian
Lincoln/Middle School

EXPERIENCE:

Casey's General Store - Franklin, NE
Food Service Worker
07/2019 - 06/2020

Dollar General - Franklin, NE
Assistant Manager
02/2017 - 07/2019

McDonald's - Franklin, NE
Maintenance
08/2016 - 06/2017

EDUCATION:

Diploma
Cross County High School - Stromsburg, NE

SALARY: \$11.05 /hr

NEW CLASSIFIED APPOINTMENT FOR 2021-2022

Danielle Turner

Special Education Paraeducator
Senior High

EXPERIENCE:

Self-Employed - Hastings, NE
Respite & Child Care Provider
05/2018 - 06/2020

Hastings Public Schools - Hastings, NE
CSr. High Skills Paraeducator
03/2017 - 05/2020

Super Saver - Lincoln, NE
Cashier/Customer Service
11/2013 - 11-2015

EDUCATION:

GED
Hastings Senior High School - Hastings, NE

SALARY: \$12.30/hour