



Work Session

Thursday, April 7, 2022 @ 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. Board building visitation report - Jim Boeve -
6. Information on "Spotlight on Learning" - Jeff Schneider -
7. JAG Program update - Katie Tomaskiewicz -
8. Quarterly Financial Report - Jeff Schneider -
9. Return to Learn plan update - Jeff Schneider -
10. Approve Substitute Teacher rate for 2022-2023 - Jeff Schneider -
11. Approve Classified Staff increases and Appendix A for 2022-23 - David Essink -

12. Approve Administrative Staff increases - Jeff Schneider -

13. Approve Superintendent's Contract - Jim Boeve & John Bonham -

14. Approve additional CNA course at Senior High - Lawrence Tunks -

15. Approve Senior High Band Trip - Lawrence Tunks -

16. Approve Summer School activities program - Lawrence Tunks -

17. Approve purchase of materials for new maintenance storage building - Trent Kelly -

18. Approve bids for roof replacement - Trent Kelly -

19. Approve bid for carpet replacement at Lincoln School - Trent Kelly -

20. Approve ticket prices and student fees for 2022-2023 - 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.

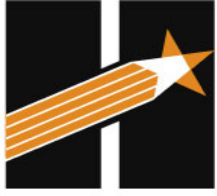
We will regularly and intentionally communicate with one another, the administration, faculty, staff, students, community, and the press to ensure information is shared openly and in a relevant, timely and appropriate manner.

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.



**HASTINGS
PUBLIC SCHOOLS**

Assuring the essential. Expanding the possible.

HUMAN RESOURCES OFFICE

Proposed changes to Classified Staff pay and benefits

-If approved, these changes would start with the 2022-2023 school year

Goals of these changes

1. Increase classified staff wages to provide more compensation
2. Stay competitive in the hiring market
3. Acknowledge work of current employees
4. Remain financially responsible as a District

Recommendations

*A 4.25% raise or \$1/hr to all classified staff starting with the 2022-2023 school year.

*All bus drivers would get a \$2/hr raise starting with the 2022-2023 school year to keep up with industry standards.

*Give current classified employees the option of getting another \$1/hr raise if taking single insurance or no insurance. Current employees taking family insurance can stay with that plan and not receive another \$1/hr raise or switch to single or no insurance and get the extra \$1/hr raise. If an employee does drop family insurance, it will no longer be an option moving forward unless all premiums beyond what the District pays for single coverage are paid by the employee.

*New classified staff hires would only have the options of single insurance or no insurance. Family insurance could still be purchased if the premiums beyond what the District pays for single coverage were paid by the employee.

*Make adjustments to the starting ranges on Appendix A to allow for a higher starting wage.

APPENDIX A
Salary Range for Classified Staff
Proposed 03-10-2022 for start on August 10, 2022

<u>Work Classification</u>	<u>Entry Level</u>	
	<u>Salary Range</u>	
Master Plumber/HVAC	\$18.50 - \$23.50	\$20.50 - \$25.50
Master Electrician	\$18.50 - \$23.50	\$20.50 - \$25.50
Accompanist	\$18.50 - \$22.50	\$20.50 - \$24.50
Master Mechanic	\$16.75 - \$21.00	\$18.75 - \$23.00
Licensed Practical Nurse	\$18.00 - \$21.00	\$20.00 - \$23.00
Master Carpenter	\$15.75 - \$19.50	\$17.75 - \$21.50
Technology Assistant (Classified)	\$15.50 - \$19.50	\$17.50 - \$21.50
Interpreter/Translator	\$17.00	\$19.00
Bus Driver	\$14.00 - \$16.50	\$16.00 - \$18.50
Mechanic	\$13.00 - \$15.50	\$15.00 - \$17.50
Administrative Asst Level II	\$14.00 - \$15.50	\$16.00 - \$17.50
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	\$15.50 - \$16.50
Groundskeeper		
Custodian V	\$13.00 - \$14.00	\$15.00 - \$16.00
Senior High Head Day Custodian		
Administrative Asst Level I	\$12.50 - \$13.50	\$14.50 - \$15.50
Middle School Admin Asst		
Senior High Admin Asst		
Elementary Admin Asst		
Nurse Assistant (CMA)	\$13.00 - \$14.00	\$15.00 - \$16.00
Life Skills/Behavior Disorder Paraeducator	\$12.00 - \$13.00	\$14.00 - \$15.00
Custodian IV	\$11.50 - \$12.50	\$13.50 - \$14.50
Middle School Head Day Custodian		
In-School Suspension Supervisor	\$11.50 - \$12.50	\$13.50 - \$14.50
Custodian Level III	\$11.50 - \$12.50	\$13.50 - \$14.50
Senior High Head Night Custodian		
Custodian Level II	\$11.25 - \$12.25	\$13.25 - \$14.25
Elementary Head Custodian		
Middle School Head Night Custodian		
Custodian Level I	\$10.75 - \$11.75	\$12.75 - \$13.75
Day Custodian		
Night Custodian		
Grounds and Maintenance Level I	\$10.75 - \$11.75	\$12.75 - \$13.75
General Maintenance		
Grounds Worker		
Supply Clerk		
Bus Monitor	\$ 10.50 - \$11.50	\$12.50 - \$13.50
Paraeducator	\$ 10.50 - \$11.50	\$12.50 - \$13.50
Classroom Paraeducator		
Clerical Paraeducator		
Media Paraeducator		
Technology Paraeducator		
Summer Help	\$ 10.00 - \$11.00	\$12.00 - \$13.00

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
Foundation Executive Director
Learned Professional
Maintenance Supervisor
Registered Nurse
School/Community Liaison
Technology/Data Coordinator
Technology Facilitator
Transportation Coordinator

Proposed



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Proposed 03-14-2022

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Elementary Head Custodian		
Middle School Head Night Custodian		
Custodian Level I	\$10.75 - \$11.75	\$12.75 - \$13.75
Day Custodian		
Night Custodian		
Grounds and Maintenance Level I	\$10.75 - \$11.75	\$12.75 - \$13.75
General Maintenance		
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Supply Clerk		
Bus Monitor	\$ 10.50 - \$11.50	\$12.50 - \$13.50
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Clerical Paraeducator		
Media Paraeducator		
Technology Paraeducator		
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School/Community Liaison
Technology/Data Coordinator
Technology Facilitator
Transportation Coordinator

Proposed

**HASTINGS PUBLIC SCHOOLS
ADMINISTRATIVE SALARY SCHEDULE BEGINNING 2022-23**

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: \$36,320

(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 Act

§79-2401 through §79-2405

The following is required by statute under the Superintendent Pay Transparency Act:

FOR RETURNING SUPERINTENDENTS/ESU ADMINISTRATORS:

At least three days before board meeting, publish or post:

- Meeting notice to approve contracts or amendments showing detailed contract costs along with date, time, and place of the meeting.
- Proposed contract or contract amendment (PDF)
- Publish in a newspaper or post on the school's website in a prominent location

FOR NEWLY HIRED SUPERINTENDENTS/ESU ADMINISTRATORS:

Within two days after board approval of the contract, publish or post:

- Entire approved contract (PDF)
- Contract costs for current year and estimate of costs for future years of the contract
- Publish in a newspaper or post on the school's website in a prominent location

TIMELINE:

On or before August 1:

Schools and ESUs must submit pdf copy of the approved contract or contract with amendments through Data Collection (CDC) in the NDE Portal. See instructions for portal submission at: https://cdc.education.ne.gov/STPA/Instructions/STPA_Instructions.pdf

September 20:

Districts and ESUs will submit Budget Schedule D with their respective budgets.

October 1:

Withholding state and local funds will be initiated for those districts and ESUs that have not submitted their approved superintendent contract/amendments for the current year.

§79-2401 through §79-2405 requires both school superintendent and ESU Administrators to provide co

ough the Consolidated

ed

tract information.

Superintendent Pay Transparency Notice—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 11, 2021 at 6:30 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): 2022-2023

	Year 1 of Contract: Base Pay, Additional Compensation & Benefits	Future Year(s) Base Pay, Additional Compensation & Benefits per Contract	TOTAL CONTRACT COST
Base Pay for the Total FTE	\$ 205,630.00		\$ 205,630.00

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>	\$ 32,411.88		\$ 32,411.88
● <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>			\$ -
Totals:	\$ 249,655.88	\$ -	\$ 249,655.88

Superintendent Contract Notice

_____ Public Schools approved a Superintendent contract for _____
 Board Meeting held on _____. Details of the contract are listed below.

After Year 1 of Contract, how many years remain on the contract:

(Column F must be completed if additional years are stated in the contract.)

This contract covers the following year(s):

**Year 1 of Contract:
 Base Pay, Additional
 Compensation &
 Benefits**

Base Pay for the Total FTE

Compensation for activities outside of the regular salary:

- *Extended contracts / Activities outside of regular salary*
- *Bonus/Incentive/Performance Pay*
- *Stipends*
- *All other costs not mentioned above*

Benefits and Payroll Costs Paid by district:

- *Insurances (Health, Dental, Life, Long Term Disability)*
- *Cafeteria Plan Stipend*
- *Cash in lieu of insurance*
- *Employee's share of retirement, deferred compensation, FICA and Medicare **if paid by the district***
- *District's share of retirement, FICA and Medicare*
- *IRS value of housing allowance*
- *IRS value of vehicle allowance*
- *Additional leave days*
- *Annuities*
- *Service credit purchase*
- *Association / Membership dues*
- *Cell Phone/Internet reimbursement*
- *Relocation reimbursement*
- *Travel allowance/reimbursement*
- *Mileage Allowance*
- *Educational tuition assistance*
- *All other benefit costs not mentioned above*

Totals: \$ -

_____ at the

Future Year(s) Base Pay, Additional Compensation & Benefits per Contract	TOTAL CONTRACT COST
	\$ -

	\$ -
	\$ -
	\$ -
	\$ -

	\$ -
	\$ -
	\$ -

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	\$ -
\$ -	\$ -

Instructions for Completing Superintendent Pay Transparency Act Notice

This meeting notice collects current and future costs to a school district for the services of the school superintendent. To complete the meeting notice, enter the meeting date information into Rows 1 and 2 and the following information:

*****PLEASE NOTE: Superintendent contracts may not include all of these items.*****

Cell Reference	Item	Description
F4	Contract Length	The number of years that remain until end of the contract.
E11	Base Pay	The total base pay before any deductions.
F14	Extended Contracts	Amount paid if number of days in contract increase. Includes incentive pay.
F15	Bonus, Incentive or Performance Pay	Amount paid if specific conditions listed in the contract are met.
F16	Stipends	Additional compensation for additional hours, days worked, or other duties.
F17	All other costs not listed above	Any other additional compensation paid by the district.
F20	Insurance	District cost for health-related insurance [e.g., Health, Dental, Vision].
F21	Cafeteria Plan Stipend	District contribution to the individual's plan. Includes contributions for health, dental, and vision.
F22	Cash in lieu of insurance	Amount paid by the district for not participating in the cafeteria plan.
F24	Employee's share of retirement...	Amount paid by district to cover retirement contribution.
F25	District share of retirement...	Amount paid by district for the employer share of retirement.
F26	IRS value of housing allowance	Amount equal to the fair market rental value of the housing provided.
F27	IRS value of vehicle allowance	Amount equal to annual cost of a vehicle – sole use for the employee.
F28	Leave days	Estimated leave days used (e.g. 3-year average); additional days accrued.
F29	Annuities	Amount paid by the district to purchase annuities.
F30	Service Credit Purchase	Amount paid by district to purchase additional school retirement credit.
F31	Association / Membership Dues	Cost of all memberships and fees paid by district.
F32	Cell Phone/Internet Reimbursement	Cost of cell phone and internet bills reimbursed by district.
F33	Relocation reimbursement	Cost of all moving expenses for relocation reimbursed by district.
F34	Travel allowance reimbursement	Cost transportation paid by the district; projected or based on actual.
F34	Mileage allowance	Monthly mileage allowance paid by district.
F36	Educational tuition assistance	Amount to be paid by district for cost of job-related tuition.
F37	All other benefit costs not listed above	Employee's share of any other benefit if paid by the district.

dependent in accordance with §79-2401 to §79-2405.
information (where applicable) into highlighted cells.

act.

include extra duty pay, e.g. coaching.
are met.

marked, or extra duty pay (sports or activities).

Dental, Life, Long Term Disability (% rate of salary + benefits)

individual's or family deductible.

district insurance plan(s).

on, deferred compensation, FICA and Medicare traditionally paid by an employee.

ement (9.8778%), FICA (6.2% up to \$117,000) and Medicare (1.45%).

using (purchased or provided).

superintendent (purchased or provided).

annual leave days included in contract; value of unused leave balance from previous year.

retirement credit.

dict.

by the district.

based on previous year's travel; (e.g. mileage, fuel, per diem rate).

tion.

district (e.g. stipends for expenses).

Healthcare Pathways

Central Community College
Hastings Public Schools
Mary Lanning Healthcare

Background

- 30% of high school students are interested in healthcare careers
- Healthcare positions are in high demand with high compensation
- Hastings has unfilled positions on all levels of healthcare
 - Mary Lanning Healthcare has 45 open nursing positions and 10 CNA positions
 - CNA \$14.20/hr, benefits starting at 24 hours, flexible for student scheduling
 - Hire 20 plus CNAs annually
 - High turnover due to pandemic and baby boomer retirement

Outline of Therapeutic Certified Services Curriculum (NDE)

Introduction: Health Sciences 1

Intermediate: Medical Terminology or Health Sciences 2

Capstone: Certified Nursing Assistant (CNA) or Emergency Medical Technician (EMT) or Medical Aide (QMA) or Pharmacy Technician or Phlebotomy Technician or Medical Interventions 1 and 2 or Health Science 3

Certified Nursing Assistant

- Lab onsite at Hastings High School
- Dual credit offered
- 76 classroom hours
- State license exam included
- Teacher credentials for dual credit
- Pilot program - Fall 2022, 32 students (16 each semester)

Budget

Lab costs: \$33,500

RN instructor cost: \$9200

Lab space: in kind

Scholarships: \$20,000 (\$440/student)

Fundraising Plans

Lab costs: \$1700, outstanding asks: \$50,000

RN instructor costs: Mary Lanning Healthcare

Lab space: Hastings Public Schools

Scholarships: (HPS Foundation and MLH Foundation) \$6000, outstanding asks: \$15,000


PREPARED FOR THE: Hastings HS Band Seniors
UNDER THE DIRECTION OF: Erin Beave
TOUR DESTINATION: Denver CO
TOUR DATES: May 26-29, 2022

SUGGESTED ITINERARY AS OF February 28, 2022

DIRK DEYOUNG, TRAVEL CONSULTANT ~ KIM KING, TOUR COORDINATOR
ALL TOUR INCLUSIONS ARE SUBJECT TO AVAILABILITY AND CHANGE

Thursday May 26

6:00 am Your privately chartered motor coach arrives for loading at:
Hastings HS – 1100 West 14th – Hastings NE 68901

6:30 am CT Coach departs!
 *The estimated drive time is 5 ¾ hours. Seven hours have been allowed to account for traffic, rest stops, driver switch, and meals at your expense.*

12:30 pm MT Arrive at the **16th Street Mall** for lunch at your expense. Meet your **Bob Rogers Travel Tour Director here**

2:00 pm Walk to **Coors Field**, home of the Colorado Rockies.

2:45 pm Tour the ballpark

4:00 pm Transfer to your hotel for check in and freshening up

5:00 pm Depart for the evening

5:30 pm Arrive for dinner

6:00 pm Dinner and show begins at **Adams Mystery Playhouse**

8:00 pm Return to your hotel

Friday May 27

7:30 am Breakfast at your hotel

8:30 am Depart for downtown Denver

9:00 am Arrive at the **Denver Selfie Museum** for a private hour in the whimsical photo rooms

10:00 am Your private hour is up. Depart for the **American Museum of Western Art**

12:00 pm Lunch at your expense at the **16th Street Mall**

2:00 pm Depart for the **Denver Museum of Nature and Science**

4:30 pm Depart for dinner

5:00 pm Dinner at the **Hard Rock Cafe**

6:30 pm Walk to the show with a photo stop at the “I know what you mean” statue at the Denver Convention Center

7:30 pm **The Colorado Symphony and Symphony Chorus** are on stage to perform *Beethoven’s 9th Symphony*

9:45 pm Return to your hotel

Saturday May 28

- 8:30 am Breakfast at your hotel
9:30 am Check out and load your coach
9:45 am Depart for **Elitch Gardens**.
10:30 am Park opens Today you will spend the day at the theme park enjoying the rides, games, and attractions. **One meal will be provided** in the park. The other meals will be out of pocket.
9:00 pm MT Depart for home

Sunday May 29

- 5:00 am CT Arrive at Hastings HS

WELCOME HOME AND THANK YOU FOR TRAVELING WITH BOB ROGERS TRAVEL. WE HOPE YOU HAVE MADE MANY SPECIAL MEMORIES!

2022 HPS Summer Activity Camps



2022 Hastings Summer Activity Camps

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	May 31-July 29 *Session date & time will be assigned by sport*	6:30am-12pm	\$30	HHS Wt. Room	Charlie Shoemaker charlie.shoemaker@hpstigers.org
Boys Basketball	Grades 9-12 Grades 6-8 Grades 1-5	May 31-June 3 June 13-15 June 13-15	1pm-4pm 2pm-3:30pm 1pm-2pm	\$50 \$40 \$30	HHS North Gym	Drew Danielson drew.danielson@hpstigers.org
Girls Basketball	Grades 7-12 Grades 3-6	June 6-9 June 6-9	10:30am-12pm 9am-10:30am	\$30	HHS North Gym	Tracy Douglas tracy.douglas@hpstigers.org
Football	Grades 9-12	7 on 7- Monday Nights	6pm-8pm		HHS Fields	Charlie Shoemaker charlie.shoemaker@hpstigers.org
Volleyball	Grades 9-12 Grades 6-8 Grades 4-5	May 31-June 2 May 31-June 2 May 31-June 2	1pm-3pm 9-11:30am 1:30pm-3pm	\$30 \$40 \$40	HHS South Gym	Allison Soucie allison.soucie@hpstigers.org
Softball	Age 11 & Up Age 10 & Under	July 12-13 June 14-16	8am-10am 8am-9:30am	\$30	Smith Complex	Ashley Speak ashley.speak@hpstigers.org
Boys/Girls Soccer	Grades 2-6	June 7-8	9:30am-12pm	\$35	HHS Soccer Fields	Chris Pedroza christopher.pedroza@hpstigers.org
Orchestra	Grades 4-12	May 31-June 24	9am-1pm	\$80	HMS Music Room	David Bernard-Stevens david.bernard-stevens@hpstigers.org
Band	Grades 5-8	May 31-June 24	9am-1pm	\$80	HMS Music Room	Rick Matticks rick.matticks@hpstigers.org
Boys/Girls Tennis	Age 6-8 Age 9-10	July 29	8am-9am 9am-10:30am	\$30	HHS Tennis Courts	Mark Gueswell mark.gueswell@gmail.com
Bowling	Grades 7-12 Grades 1-6	June 20-22	2:30pm-4pm 1pm-2:30pm	\$35	Pastime Lanes	Pete Theoharis pete.theoharis@hpstigers.org



Date: Mar 16, 2022 10:52:34 AM

Store: HASTINGS
3400 OSBORNE DR E
HASTINGS, NE 68901
Ph: 402-462-7343



Design #: 323352846941

Estimated price: \$142,398.81 *

*Today's estimated price, future pricing may go up or down. Tax, labor, and delivery not included.

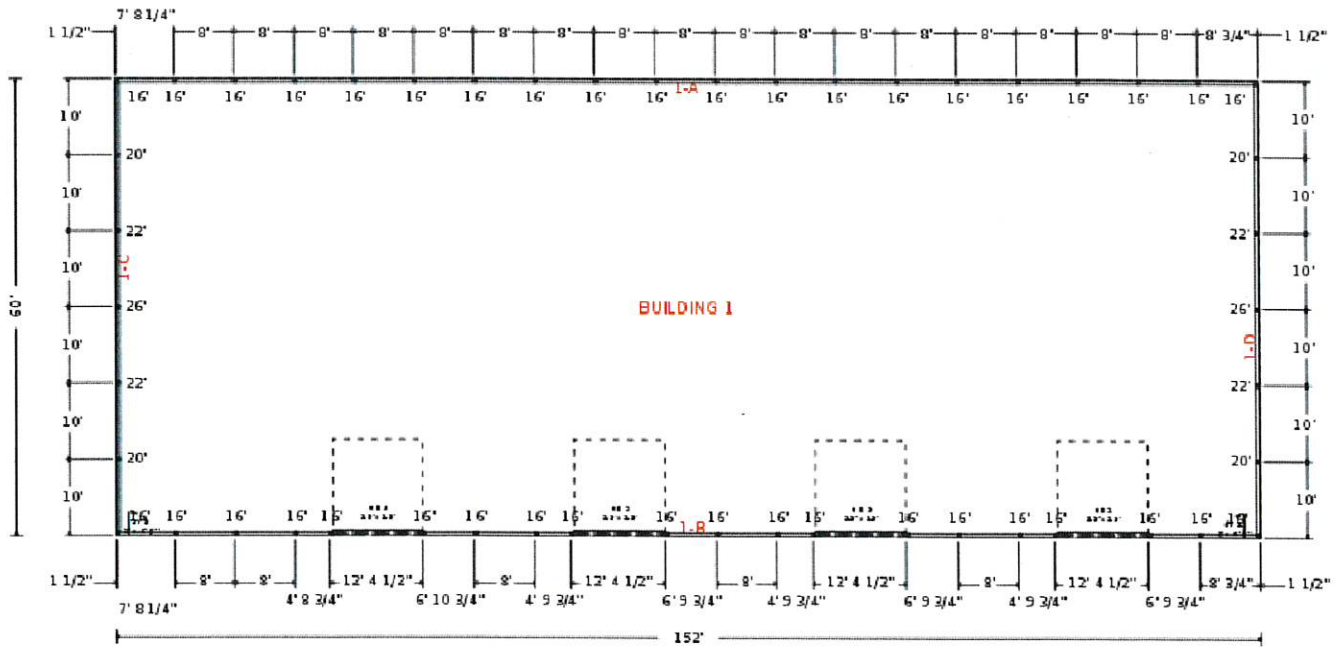
How to purchase at the store

1. Take this packet to any Menards store.
2. Have a building materials team member enter the design number into The Post Frame Request Form on the Midwest Manufacturing website.
3. Apply the design to System V to create the SOCs.
4. Take the SOCs to the register and pay.

How to recall and purchase a saved design at home

1. Go to Menards.com.
2. Log into your account.
3. Go to Saved Designs under the Welcome Login menu.
4. Select the saved design to load back into the estimator.
5. Add your building to the cart and purchase.

FLOOR PLAN





ZIEMBA ROOFING COMPANY

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

Proposal

Date:
January 25, 2022

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
matt.griess@hpstigers.org

Senior High School:

Shop: \$75,014.00

*Cafeteria: \$48,647.00

*Section 2: \$75,134.00

*Section 3: \$62,016.00

Note: Payment and Performance bond is not included in the proposal price if required.

Note: If multiple 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 4/1/2022
STREET 1142 West 18 th Street	JOB NAME Partial Classroom replacement – Shop / High School	
CITY, STATE and ZIP CODE Hastings, NE 68901	JOB LOCATION Same	

We hereby submit specifications and estimates for:

Firestone 60 mill, Fully adhered EPDM roof system.

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 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/Edge metal made from 24-gauge, pre-finished metal. Color to be chosen from Firestone's standard color selection.
7. This proposal includes a Firestone 15 Year NDL Warranty.

Price for above:

Roof hatch area and East of the adhered section completed last year excluding the North wing. \$148,320.00.

Shop area: ~~-----~~ \$80,750.00

Area East of Shop: \$52,160.00

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

See above

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 _____



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

Date:
January 25, 2022

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

Project Name / Location:
Alcott School
Reroof Northwest roof
Approx. 2800 sq. ft.
313 N. Cedar Ave.
Hastings, Nebraska 68901

mattgriess@hpstigers.org

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

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

Twenty Four Thousand Six Hundred Eleven Dollars and No Cents Dollars (\$ 24,611.00)

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 4/1/2022
STREET 1142 West 18 th Street	JOB NAME Partial Classroom replacement / Alcott	
CITY, STATE and ZIP CODE Hastings, NE 68901	JOB LOCATION Same	

We hereby submit specifications and estimates for:

60 mill, EPDM roof system.

1. Remove the existing Ballast rock and set aside for reinstallation.
2. Remove the existing EPDM and flashings and legally dispose of.
3. Loose lay one layer of ½' coverboard.
4. Over the prepared surface, we will install a Firestone, 60 mill, 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 re-install the Ballast rock.
6. We will fabricate and install Coping/Edge metal/Term bar made from 24-gauge, pre-finished metal. Color to be chosen from Firestone's standard color selection.
7. This proposal includes a Firestone 15 Year NDL Warranty.

We propose to furnish material and labor – complete in accordance with above specifications, for the sum of: \$26,700.00
Twenty-six thousand seven hundred 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 _____

JCO COMMERCIAL FLOORING

a division of Jacobi Carpet One Floor & Home

TO: Hastings Public Schools

PROJECT: Classrooms & Hallways

Material:

Interface Cubic carpet tile.
4" cove base black.
Rubber stair nosing.
Adhesives & patch.
Option for sealer.

Labor:

Tear up old carpet & VCT tile.
Scrape off old adhesive.
Apply sealer over old adhesive- option add.
Install carpet tile.
Install stair nose.
Install cove base.
Freight.
Owner to provide dumpster. **
No sales tax.

Grand Total Labor & Materials

\$ 48,305.00

Add for sealer & apply= \$3,760.00 (not sure other bidders are doing this)

This proposal may be withdrawn by us if not accepted within 25 days of letting date. Any alteration from the specification herein agreed upon will be executed upon written order and agreed upon by both parties. This will become a contract for extra costs of labor and materials involved over the surplus mentioned. Payments payable as follows: 100% monthly as the work progresses to the value of the material and work completed. The entire amount of the contract to be paid within 30 days after the completion or occupancy. On any residential or small construction, we ask for a down payment for materials with the remainder due at once upon completion of our work.

Quote valid for 30 days.

Accepted _____ Date _____
BUYER'S SIGNATURE

By Randy Cooper Date 03-30-2022 Jacobi Commercial Flooring

Blue Hill Furniture

JOHN W. WEDDINGFELD, MANAGER

TELEPHONE (402) 756-30

POST OFFICE BOX 1

"BETTER BUYS IN BLUE HILL"

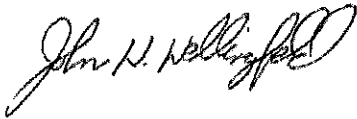
Blue Hill, Nebraska 68901

Hastings Public Schools
1924 West "A" St.
Hastings, Nebraska 68901

RE: Floor Covering Replacement for Lincoln School

Room 100	\$ 3,982.33
Room 101	\$ 4,254.14
Room 102	\$ 4,254.14
Room 103	\$ 3,777.02
Room 106	\$ 1,926.51
Room 107	\$ 2,120.27
Room 108	\$ 3,284.03
Room 113	\$ 3,048.77
Hallways	\$ 7,904.06
Stage & Steps	\$ 5,314.53
Total for All Areas	\$39,865.80

By,



John W. Weddingfeld
Blue Hill Furniture
(March 11, 2022)

Price Does Not Include Any Floor Prep Or Materials If Needed.



Hastings Public Schools

Administrative Offices

1924 West A Street • Hastings, NE 68901 • Phone (402) 461-7500 • Fax (402) 461-7509

HASTINGS
PUBLIC SCHOOLS
Assuring the essential.
Expanding the possible.

High School Fees 2022-2023

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

HighSchool Activities 2022-2023

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**)

Middle School Fees 2022-2023

Activity Participation Fee--\$35.00
8th Grade Computer Usage Fee--\$35.00
8th Grade Skills & Technical Science (STS) class--\$20.00
8th Grade Construction class--\$25.00
8th 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 2022-2023

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

Fees can be paid online using the HPS Revtrak Store

PERSONNEL

Administrative Staff Resignation – Jason Strong

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

Jason Strong resigning from his Middle school Assistant Principal and Activities Director position effective the end of his contract, June 30, 2022.

Certificated Staff Resignation – Michaela Bailey, Carrie Cook, Paige Gajewski, Anthony Julian, Susan Lindblad, Olivia Loetterle, Scott Rosno, Collin Sandall, Katie Schroder, Stephanie Strong

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

Micahaela Bailey resigning from her Grade 3 teaching position at Hawthorne effective the end of the 2021-2022 school year.

Carrie Cook resigning from her Speech Language Pathologist position at Watson effective the end of the 2021-2022 school year.

Paige Gajewski resigning from her Special Education Teaching position at Longfellow effective the end of the 2021-2022 school year.

Anthony Julian resigning from his 7th Grade Social Studies teaching position at Middle School effective the end of the 2021-2022 school year.

Susan Lindblad resigning from her Psychologist position at Administration effective the end of the 2021-2022 school year.

Olivia Loetterle resigning from her Kindergarten teaching position at Longfellow effective the end of the 2021-2022 school year.

Scott Rosno resigning from his 6th Grade Social Studies teaching position at Middle School effective the end of the 2021-2022 school year.

Colin Sandall resigning from his Vocal Music teaching position at Middle School effective the end of the 2021-2022 school year.

Katie Schroder resigning from her Grade 4 teaching position at Lincoln effective the end of the 2021-2022 school year.

Stephanie Strong resigning from her Grade 4 teaching position at Watson effective the end of the 2021-2022 school year.

Certificated Staff Transfer(s) – Paige Lehrling, Ronda Loetterle, Nannette Reiman, Kimberly Remmers

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

Paige Lehrling from Special Education Teacher at Middle School to Special Education at Watson to replace Kelsey Keever who is transferring positions. Ms. Lehrling's wage and placement will remain the same according to the 2022-2023 certificated salary schedule.

Ronda Loetterle from Grade 1 Teacher at Lincoln to Teacher on Special Assignment at Watson to replace Hannah Vacek who is transferring positions. Ms. Loetterle's wage and placement will remain the same according to the 2022-2023 certificated salary schedule.

Nanette Reiman from Grade 2 Teacher at Hawthorne to EL Teacher at Hawthorne to replace Kathy Carlin who is retiring. Ms. Reiman's wage and placement will remain the same according to the 2022-2023 certificated salary schedule.

Kimberly Remmers from Grade 5 at Hawthorne to Title 1 Teacher at Hawthorne to replace Teri Olson who is retiring. Ms. Remmer's wage and placement will remain the same according to the 2022-2023 certificated salary schedule.

Certificated Staff Appointments – Lisa Boucher, Gabriel Haynes, Austin Heikkinen, Morgan Hostert, Colleen O'Neill

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

Lisa Boucher to School Counselor position at High School to replace Melanie Smith who is resigning. This appointment is for the 2022-23 school year. Ms. Boucher's anticipated placement will be MA9-11 according to the 2022-2023 certificated salary schedule. Information about Ms. Boucher is attached.

Gabriel Haynes to Business Teacher position at High School which has been vacant since 2018. This appointment is for the 2022-23 school year. Mr. Haynes's anticipated placement will be BA-1 according to the 2022-2023 certificated salary schedule. Information about Mr. Haynes is attached.

Austin Heikkinen to Physical Education/Skilled and Technical Science Teacher position at Middle School. This appointment is for the 2022-23 school year. Mr. Heikkinen's anticipated placement will be BA-2 according to the 2022-2023 certificated salary schedule. Information about Mr. Heikkinen is attached.

Morgan Hostert to Grade 4 Teacher position at Watson to replace Stephanie Strong who is resigning. This appointment is for the 2022-23 school year. Ms. Hostert's anticipated placement will be BA-3 according to the 2022-2023 certificated salary schedule. Information about Ms. Hostert is attached.

Colleen O'Neill to 0.4 FTE Speech Language Pathologist position at Watson to replace Carrie Cook who is resigning. This appointment is for the 2022-23 school year. Ms. O'Neill's anticipated placement will be MA36-15 according to the 2022-2023 certificated salary schedule. Information about Ms. O'Neill is attached.

Extra Standard Resignations – Kara Acino, Anthony Julian, Greg Mays, Scott Rosno, Roger Sunderman

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

Kara Acino from her Head High School Speech extra standard assignment effective the end of the 2021-2022 school year.

Anthony Julian from his Assistant Middle School Boys Basketball extra standard assignment effective the end of the 2021-2022 school year.

Anthony Julian from his Assistant Middle School Track extra standard assignment effective the end of the 2021-2022 school year.

Greg Mays from his Head Senior High Girls Basketball extra standard assignment effective the end of the 2021-2022 school year.

Scott Rosno from his Head Senior High Cross Country extra standard assignment effective the end of the 2021-2022 school year.

Scott Rosno from his Assistant Senior High Girls Track extra standard assignment effective the end of the 2021-2022 school year.

Joyce Sadd from her Business Liaison extra standard assignment effective the end of the 2021-2022 school year.

Roger Sunderman from his Social Studies Liaison extra standard assignment effective the end of the 2021-2022 school year.

Extra Standard Appointments – Dylan Flinn, Ruth Nielsen, Bryan Vetter, Mackenzie Willicott

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

Dylan Flinn to Business Liaison at High School to replace Joyce Sadd who is resigning.. Mr. Flinn will be paid the Business Liaison stipend of \$890.00 according to the 2022-2023 extra standard salary schedule.

Ruth Nielsen to MS Yearbook Sponsor at Middle School to replace Mary Beave who resigned. Ms. Nielsen will be paid the MS Yearbook Sponsor stipend of \$1,780.00 at Category I, Level 1, with adjustment to prior district experience, according to the 2022-2023 extra standard salary schedule.

Bryan Vetter to Social Studies Liaison at High School to replace Roger Sunderman who is resigning.. Mr. Vetter will be paid the Social Studies Liaison stipend of \$890.00 according to the 2022-2023 extra standard salary schedule

Mackenzie Willicott to MS 8th Grade Assistant Volleyball at Middle School to replace Abbi Haynes who resigned. Ms. Willicott will be paid the MS Assistant Volleyball stipend of \$1,780.00 at Category I, Level 1, with adjustment to prior district experience, according to the 2022-2023 extra standard salary schedule.

Classified Staff Releases/Resignations/Retirements – Jocelyn Estrada, Ashley Foglesong, Bradley Gish, Cindy Jones, Mary Mohlman, Sonja Pearson

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

Jocelyn Estrada resigning from her EL Paraeducator position at Alcott effective May 20, 2022.

Ashley Foglesong resigning from her SPED Skills 3 Paraeducator position at Middle School effective May 20, 2022.

Cindy Jones retiring from her Library Paraeducator position at Lincoln effective May 20, 2022.

Mary Mohlman retiring from her SPED Paraeducator position at Lincoln effective May 20, 2022.

Sonja Pearson resigned from her SPED Skills 3 Paraeducator position at Watson effective March 18, 2022.

Classified Staff Transfer(s) – Cassie Todd

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

Cassie Todd from SPED Skills 2 at Watson to CNA/Secretary at Morton which is a new position. Ms. Todd's wage, hours and benefits will be adjusted for the new assignment according to the 2022-2023 classified salary schedule.

Classified Staff Appointments – Judith Martin, Karen Quijada, Catherine Tillemans, Kaleigh Utley

The administration recommends the following Classified appointment(s):

Judith Martin to CNA at Middle School to replace Whitney Schneider who resigned. Ms. Martin will be paid the starting wage for CNA according to the 2021-2022 classified salary schedule, with adjustment for education and/or prior experience. Information about Ms. Martin is attached.

Karen Quijada to SEBL Paraeducator at Watson to replace Arielle Kimminau who resigned. Ms. Quijada will be paid the starting wage for SEBL Paraeducator according to the 2021-2022 classified salary schedule, with adjustment for education and/or prior experience. Information about Ms. Quijada is attached.

Catherine Tillimans to SPED Paraeducator at Lincoln to replace Mary Mohlman who is on long-term absence.. Ms. Tillemans will be paid the starting wage for SPED Paraeducator according to the 2021-2022 classified salary schedule, with adjustment for education and/or prior experience. Information about Ms. Tillemans is attached.

Kaleigh Utley to SPED Skills 3 Paraeducator at Watson to replace Sonja Pearson who resigned. Ms. Utley will be paid the starting wage for SPED Skills 3 Paraeducator according to the 2021-2022 classified salary schedule, with adjustment for education and/or prior experience. Information about Ms. Utley is attached.