



**HASTINGS
PUBLIC SCHOOLS**

Assuring the essential.
Expanding the possible.

Regular Board Meeting

Monday, January 19, 2026 @ 6:00 PM Central

Board Room at HPS District Offices, 1515 W 8th St, Hastings, NE 68901

1. CALL TO ORDER - Becky Sullivan -

2. Roll Call -

3. Pledge Allegiance to the Flag -

4. ANNOUNCEMENT - Becky Sullivan -

5. RECURRENT - Becky Sullivan -

5.1. Minutes of Previous Meeting(s) -

5.2. Payment of Expenditures -

6. RECEIVE CORRESPONDENCE - Becky Sullivan -

7. Spotlight on Learning and Good News - Dr. Christopher Prososki -

8. FIRST OPPORTUNITY FOR PUBLIC TO BE HEARD - Becky Sullivan -

9. SPECIAL BOARD FUNCTIONS - Becky Sullivan -

9.1. Approve a Resolution to Adopt a More Current and Revised First Half Set of the 4000 Series Policies - Dr. Christopher Prososki -

9.2. Approve 2026-2027 District Calendar - Kristen Slechta -

9.3. CONSENT AGENDA - Dr. Thomas Szlanda -

10. SECOND OPPORTUNITY FOR PUBLIC TO BE HEARD - Becky Sullivan -

11. DATES OF FUTURE BOARD MEETINGS - Becky Sullivan -

12. MEDIA SPOKESPERSON - Becky Sullivan -

13. ADJOURNMENT - Becky Sullivan -

***Closed Session:** If, during the course of the meeting, discussion of any item on the agenda should be held in a closed meeting, the board will conduct a closed meeting in accordance with the Nebraska Open Meetings Law.

****Sequence of Agenda:** The sequence of agenda topics is subject to change at the discretion of the board. Please arrive at the beginning of the meeting.

*****Action Item:** The board reserves the right to take action on an item listed on the board agenda.



**Hastings Public Schools
Regular Board Meeting Minutes**

December 15, 2025 6:00 PM

Board Room at HPS District Offices, 1515 W 8th St, Hastings, NE 68901

The meeting was advertised in the Hastings Tribune on Tuesday, December 9, 2026

Jim Boeve:	Present
Sharon Brooks:	Present
Erick Espinoza:	Present
Jodi Graves:	Present
Andrew McCarty:	Present
Tamisha Rose Osgood:	Present
Christopher Shade:	Present
Becky Sullivan:	Present
Stacie Widhelm:	Present

1. CALL TO ORDER - Becky Sullivan

President Sullivan called the meeting to order.

2. Roll Call

Others in attendance: Dr. Christopher Prosocki, Superintendent; Denise Behrends, Administrative Assistant to the Superintendent; Lawrence Tunks, Director of Technology and Operations; Dr. Thomas Szlanda, Director of HR and Operations; Terry Julian, Technology Facilitator; Shelly Julian, Business Manager; Kristen Slechta, Director of Learning, John Hauser, Director of Learning and Support; Sara Horstmann, Assistant Director of Special Education and Early Childhood Administrator; Brian Laux, Senior High Assistant Principal; Chris Schukei, Executive Director of the HPS Foundation; David Bernard-Stevens, Orchestra Teacher; Christine Niemeyer, Orchestra Teacher; Ben Welsch, HEA President; Will Vraspir, Hastings Tribune; elementary orchestra students, families, and community members.

3. Pledge Allegiance to the Flag

4. ANNOUNCEMENT - Becky Sullivan

President Sullivan reminded those in attendance of the Open Meetings Act

5. Elementary Orchestra Performance

Orchestra Teachers Mr. David Bernard-Stevens and Mrs. Christine Niemeyer presented 5th grade orchestra students, representing every elementary school. The elementary orchestra played four holiday musical selections for the Board of Education.

6. RECURRENT - Becky Sullivan

6.1. Minutes of Previous Meeting(s)

Motion to approve the minutes as presented. Motion made by Jim Boeve, Seconded by Stacie Widhelm. Motion passed

Jim Boeve: Yea
Sharon Brooks: Yea
Erick Espinoza: Yea
Jodi Graves: Yea
Andrew McCarty: Yea
Tamisha Rose Osgood: Yea
Christopher Shade: Yea
Becky Sullivan: Yea
Stacie Widhelm: Yea

6.2. Payment of Expenditures

Motion to approve the payment of expenditures in the amount of \$7,079,273.75. Motion made by Jodi Graves, Seconded by Erick Espinoza. Motion passed

Jim Boeve: Yea
Sharon Brooks: Yea
Erick Espinoza: Yea
Jodi Graves: Yea
Andrew McCarty: Yea
Tamisha Rose Osgood: Yea
Christopher Shade: Yea
Becky Sullivan: Yea
Stacie Widhelm: Yea

7. RECEIVE CORRESPONDENCE - Becky Sullivan

There was no correspondence to receive.

8. Spotlight on Learning and Good News - Dr. Christopher Prosocki

Superintendent Prosocki introduced Sara Horstmann, Morton Early Childhood Administrator, to present the Spotlight on Learning. Mrs. Horstmann shared a presentation about the Science of Reading. Board members held a discussion about the preschool presentation.

Director Kristen Slechta reviewed additional AQuESTT data with Board members. Mrs. Slechta also shared information about the upcoming District Accreditation external team visit in January. Board members held discussion about AQuESTT and the accreditation visit.

9. FIRST OPPORTUNITY FOR PUBLIC TO BE HEARD - Becky Sullivan

Ben Welsch, resident and HEA President, addressed the Board.

10. SPECIAL BOARD FUNCTIONS - Becky Sullivan

10.1. Approve a Resolution to Adopt a More Current and Revised Set of 3000 Series Policies

Superintendent Prosocki reviewed the 3000 Series policies. Dr. Prosocki recommended approval of the revised set of 3000 series policies. Board members held a discussion about the 3000 series policies.

Motion to approve a resolution to adopt a more current and revised set of 3000 series policies, including option B wording for Policy 3016. Motion made by Jim Boeve, Seconded by Jodi Graves. Motion passed

Jim Boeve:	Yea
Sharon Brooks:	Yea
Erick Espinoza:	Yea
Jodi Graves:	Yea
Andrew McCarty:	Yea
Tamisha Rose Osgood:	Yea
Christopher Shade:	Yea
Becky Sullivan:	Yea
Stacie Widhelm:	Yea

10.2. Approve HVAC bid for Alcott Elementary project — Lawrence Tunks

Director Lawrence Tunks reviewed bid for the Alcott Elementary HVAC project. He noted the timeline for the project is to start May 22, 2026 with a completion date of August 1, 2026 to avoid interruption to the regular school schedule. Mr. Tunks recommended approval of the bid from Rutt's Heating and Air in the amount of \$643,990.00. Board members held a discussion about HVAC projects and the Alcott bid.

Motion to approve HVAC bid from Rutt's Heating and Air, in an amount not to exceed \$643,990.00 as presented. Motion made by Stacie Widhelm, Seconded by Tamisha Rose Osgood. Motion passed

Jim Boeve:	Yea
Sharon Brooks:	Yea
Erick Espinoza:	Yea
Jodi Graves:	Yea
Andrew McCarty:	Yea
Tamisha Rose Osgood:	Yea
Christopher Shade:	Yea
Becky Sullivan:	Yea
Stacie Widhelm:	Yea

10.3. Approve revised Superintendent contract — Dr. Christopher Prosocki and Becky Sullivan

President Sullivan reminded Board members of revised contract language to the Superintendent's initial contract.

Motion to approve revised Superintendent contract language, as presented. Motion made by Jodi Graves, Seconded by Erick Espinoza. Motion passed

Jim Boeve:	Yea
Sharon Brooks:	Yea
Erick Espinoza:	Yea
Jodi Graves:	Yea
Andrew McCarty:	Yea
Tamisha Rose Osgood:	Yea
Christopher Shade:	Yea

Becky Sullivan: Yea
Stacie Widhelm: Yea

10.4. Approve addition of 1.0 FTE Elementary Teacher position — Dr. Thomas Szlanda

Director Tom Szlanda reviewed the need for an additional 1.0 FTE Elementary Teacher position for the 2026-27 school year, due to projected 4th grade student enrollment at Alcott Elementary. Dr. Szlanda recommended approval for the additional 1.0 FTE position. Board members held a discussion about the staffing request.

Motion to approve the addition of 1.0 FTE elementary teacher position for the 2026-27 school year. Motion made by Stacie Widhelm, Seconded by Sharon Brooks. Motion passed

Jim Boeve: Yea
Sharon Brooks: Yea
Erick Espinoza: Yea
Jodi Graves: Yea
Andrew McCarty: Yea
Tamisha Rose Osgood: Yea
Christopher Shade: Yea
Becky Sullivan: Yea
Stacie Widhelm: Yea

10.5. Approve student travel requests - Kristen Slechta

Director Kristen Slechta reviewed three high school student trip proposals. Two requests for show choir and one for orchestra. Mrs. Slechta recommended approval of the student travel requests as presented. Board members held a discussion about the travel requests.

Motion to approve three student travel requests for High School show choir and orchestra, as presented. Motion made by Christopher Shade, Seconded by Stacie Widhelm. Motion passed

Jim Boeve: Yea
Sharon Brooks: Yea
Erick Espinoza: Yea
Jodi Graves: Yea
Andrew McCarty: Yea
Tamisha Rose Osgood: Yea
Christopher Shade: Yea
Becky Sullivan: Yea
Stacie Widhelm: Yea

10.6. CONSENT AGENDA - Dr. Thomas Szlanda

Director Szlanda informed Board members of 10 certificated, 13 classified, and 3 extra-standard positions that are currently unfilled throughout the district. Dr. Szlanda recommended approval of the personnel agenda as presented. Board members held a discussion about staffing.

Board member Jim Boeve thanked donors for their generous gifts this month.

Motion to approve consent agenda as presented. Motion made by Jim Boeve, Seconded by Sharon Brooks. Motion passed

Jim Boeve: Yea
Sharon Brooks: Yea

Erick Espinoza: Yea
Jodi Graves: Yea
Andrew McCarty: Yea
Tamisha Rose Osgood: Yea
Christopher Shade: Yea
Becky Sullivan: Yea
Stacie Widhelm: Yea

11. SECOND OPPORTUNITY FOR PUBLIC TO BE HEARD - Becky Sullivan

There were no public comments.

12. DATES OF FUTURE BOARD MEETINGS - Becky Sullivan

President Sullivan reminded Board members of upcoming Board meetings and events for next month:

Accreditation Team Visit: Presentation, dinner, and board interviews on Wednesday, January 7, 2026, at 5:00 p.m. in the Board Room at HPS District Offices

Accreditation Team Visit: Exit Presentation on Friday, January 9, 2026, at 4:15 pm in the High School Auditorium

Board Reorganization Meeting and Board Work Session on Thursday, January 15, 2026, at 6:00 p.m. in the Board Room at HPS District Offices

Regular Board Meeting on Monday, January 19, 2026, at 6:00 p.m. in the Board Room at HPS District Offices

13. MEDIA SPOKESPERSON - Becky Sullivan

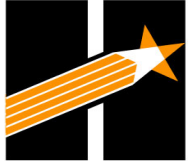
President Sullivan announced Jim Boeve will serve as the media spokesperson for this month.

14. ADJOURNMENT - Becky Sullivan

Meeting adjourned at 7:06 p.m.

Motion to adjourn meeting. Motion made by Andrew McCarty, Seconded by Stacie Widhelm. Motion passed

Jim Boeve: Yea
Sharon Brooks: Yea
Erick Espinoza: Yea
Jodi Graves: Yea
Andrew McCarty: Yea
Tamisha Rose Osgood: Yea
Christopher Shade: Yea
Becky Sullivan: Yea
Stacie Widhelm: Yea



HASTINGS
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**Hastings Public Schools
Work Session Minutes**

December 11, 2025 6:00 PM

Board Room at HPS District Offices, 1515 W 8th St, Hastings, NE 68901

The meeting was advertised in the Hastings Tribune on Friday, December 5, 2026

Jim Boeve:	Present
Sharon Brooks:	Present
Erick Espinoza:	Present
Jodi Graves:	Present
Andrew McCarty:	Present
Tamisha Rose Osgood:	Absent
Christopher Shade:	Absent
Becky Sullivan:	Present
Stacie Widhelm:	Present

1. Roll Call

President Sullivan called the meeting to order.

*Motion to excuse Board members Chris Shade and Tamisha Rose Osgood from the meeting.
Motion made by Jim Boeve, Seconded by Sharon Brooks. Motion passed*

Jim Boeve:	Yea
Sharon Brooks:	Yea
Erick Espinoza:	Yea
Jodi Graves:	Yea
Andrew McCarty:	Yea
Becky Sullivan:	Yea
Stacie Widhelm:	Yea

Others in attendance: Dr. Christopher Prosocki, Superintendent; Kyle Overturf, AMGL Auditor; Denise Behrends, Administrative Assistant to the Superintendent; Lawrence Tunks, Director of Technology and Operations; Dr. Thomas Szlanda, Director of HR and Operations; Sara Horstmann, Assistant Director of Special Education and Early Childhood Administrator; Kara Adams, Preschool HEA Representative; Crystal Cassada, Preschool HEA Representative; Brian Laux, Senior High Assistant Principal; Shelly Julian, Business Manager; Tanya Evans, Director of Special Education; Ben Welsch, HEA President; Will Vraspir, Hastings Tribune; Andy Jones; Hastings Public Access TV

2. Announcement - Becky Sullivan

President Sullivan reminded those in attendance of the Open Meetings Act.

3. Welcome to HEA reps and guests - Becky Sullivan

President Sullivan welcomed HEA representatives and guests. She asked those in attendance to introduce themselves.

4. Annual Auditor's report - Dr. Christopher Prosocki & Kyle Overturf

Superintendent Prosocki introduced Kyle Overturf from AMGL to provide the 2024-25 Audit Report. Mr. Overturf reviewed the annual audit findings with Board members. Board members held a discussion about the audit findings.

5. Review Board Norms/Goal - Becky Sullivan

There were no Board member comments.

6. Board Report - Becky Sullivan

Board members Boeve, McCarty, Brooks, and Espinoza shared information about the sessions they attended at the NASB conference. Board members Brooks and Widhelm remarked about the High School Tiger Cub and the Middle School Orchestra concert.

7. Reminder to declare if running for President, Vice-President, or Secretary/Treasurer and Election Deadlines - Becky Sullivan

President Sullivan reminded Board members to declare if they are running for an office by submitting their letter of interest to Superintendent. They may also declare during the Board re-organization meeting. Board members held a discussion about the officers.

8. SUPERINTENDENT'S REPORT - Dr. Christopher Prosocki

Superintendent Prosocki reviewed his report with Board members.

Dr. Prosocki shared information on advocating for Public Schools in Nebraska and recent meetings with State Senators.

Superintendent Prosocki discussed comparison of 2024 levied and effective non-bond tax rates by District after tax credits. He noted the state is picking up a bigger share of funding resulting in an overall lowering of taxes since 2019-20 as it relates to the amount paid towards a school district.

Dr. Prosocki reminded Board members of the requirements in responding to public records requests.

Superintendent Prosocki updated Board members on the NPERS Retirement funding rates for 2026-27.

Dr. Prosocki shared the Board claims committee calendar for 2026.

Superintendent Prosocki reminded Board members of the upcoming Rule 10 School Accreditation Visit. School Board interviews with the accreditation team will take place on Wednesday, January 7th.

8.1. Financial Literacy Act Report for the 2024-2025 School Year - Kristen Slechta

In the absence of Director Kristen Slechta, Superintendent Prosocki reviewed the Financial

Literacy Act Report for the 2024-2025 school year. This report is required annually by the 2021 Financial Literacy Act. Board members held a discussion about the financial literacy report.

8.2. AQuESTT Report for the 2024-2025 School Year - Kristen Slechta

In the absence of Director Kristen Slechta, Dr. Prosocki reviewed the AQuESTT Report for the 2024-2025 school year. Board members held a discussion about the financial literacy report.

9. Policy Review: 3000 Series Policies

Superintendent Prosocki led Board members through a review of the 3000 Series policies. Board members held a discussion about the 3000 series policies to be adopted at the regular Board meeting.

10. Consider approval of HVAC bid for Alcott Elementary project — Lawrence Tunks

Director Lawrence Tunks reviewed the HVAC bid process for Alcott Elementary project. Mr. Tunks will recommend approval of the bid from Rutt's Heating and Air in the amount of \$643,990.00. Board members held a discussion about the HVAC project and bid.

11. Consider approval of revised Administrator contracts - Dr. Christopher Prosocki

President Sullivan noted that the Superintendent's contract revision would be reviewed and discussed in executive session. The revised contract language will be considered for approval at the regular board meeting.

Superintendent Prosocki informed Board members that the PK-5 contract revision will be tabled for this month and brought back to the Board for consideration at a later meeting.

12. Consider approval of additional 1.0 FTE Elementary Teacher position - Dr. Thomas Szlanda

Director Tom Szlanda reviewed the need for an additional 1.0 FTE Elementary Teacher position for the 2026-27 school year, due to student enrollment at Alcott Elementary. Dr. Szlanda will recommend approval to the additional 1.0 FTE position. Board members held a discussion about the staffing request.

13. Consider approval of student travel requests - Kristen Slechta

In the absence of Director Kristen Slechta, Superintendent Prosocki reviewed three High School student trip proposals. Two for show choir and one for orchestra. Mrs. Slechta will recommend approval of the student travel requests as presented. Board members held a discussion about the travel requests.

14. *Consent Agenda - Dr. Thomas Szlanda

Director Szlanda informed Board members of 10 certificated, 13 classified, and 3 extra-standard positions that are currently unfilled throughout the District. Dr. Szlanda will recommend approval of the personnel agenda as presented. Board members held a discussion about the personnel agenda.

15. OPPORTUNITY FOR PUBLIC TO BE HEARD - Becky Sullivan

There were no public comments.

16. Reminders - Becky Sullivan

President Sullivan reminded Board members of the Regular Board meeting on Monday, December 15 at 6:00 p.m. in the Boardroom.

17. Executive Session - Becky Sullivan

The board went into closed session to discuss the Board self-evaluation results and personnel issues.

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

The Board of Education returned to Open Session at 8:19 p.m. President Sullivan verified that discussion was confined to board self-evaluation and personnel issues and no action was taken.

19. Adjournment - Becky Sullivan

Meeting adjourned at 8:20 p.m.

Motion to adjourn meeting. Motion made by Sharon Brooks, Seconded by Stacie Widhelm.

Motion passed

Jim Boeve:	Yea
Sharon Brooks:	Yea
Erick Espinoza:	Yea
Jodi Graves:	Yea
Andrew McCarty:	Yea
Becky Sullivan:	Yea
Stacie Widhelm:	Yea

Denise Behrends, Board Recording Secretary

Bank Name	Check Number	Date	Payee
Five Points Bank	145408	12/15/2025	ZECKSER, BROOKE
Five Points Bank	145407	12/15/2025	YANDAS MUSIC
Five Points Bank	145406	12/15/2025	WORK ON LEARNING, INC
Five Points Bank	145405	12/15/2025	WOLFE, AMANDA
Five Points Bank	145404	12/15/2025	WEST MUSIC COMPANY
Five Points Bank	145403	12/15/2025	WABI SABI BEHAVIORAL HEALTH CENTER, LLC
Five Points Bank	145402	12/15/2025	W.G. PAULEY LUMBER COMPANY
Five Points Bank	145401	12/15/2025	VIAERO WIRELESS
Five Points Bank	145400	12/15/2025	VERIZON WIRELESS
Five Points Bank	145399	12/15/2025	UTECHT, JOANNA P
Five Points Bank	145398	12/15/2025	UNK ACADEMIC AD & CAREER DEVELOPMENT.
Five Points Bank	145397	12/15/2025	TODD VALLEY PLUMBING AND HEATING INC.
Five Points Bank	145396	12/15/2025	TIMECLOCK PLUS
Five Points Bank	145395	12/15/2025	SWEENEY, SHANNON
Five Points Bank	145394	12/15/2025	SUMMIT ACADEMY LLC
Five Points Bank	145393	12/15/2025	STUHR MUSEUM OF THE PRAIRIE PIONEER
Five Points Bank	145391	12/15/2025	STRAMPHER, SHARON
Five Points Bank	145390	12/15/2025	STRAATMANN, STONEY
Five Points Bank	145389	12/15/2025	STORY, STEPHANIE WA
Five Points Bank	145388	12/15/2025	STOKELY, KELSEY
Five Points Bank	145387	12/15/2025	STATE OF NEBRASKA -
Five Points Bank	145386	12/15/2025	STATE OF NEBRASKA
Five Points Bank	145385	12/15/2025	SOUTHWORTH, PAULA D.
Five Points Bank	145384	12/15/2025	SOLIANT HEALTH, LLC
Five Points Bank	145383	12/15/2025	Smith, Rachel
Five Points Bank	145382	12/15/2025	SLECHTA KRISTEN ADM
Five Points Bank	145381	12/15/2025	SKUTT CERAMIC PRODUCTS, INC.
Five Points Bank	145380	12/15/2025	SHRIVER, SHARON A.
Five Points Bank	145379	12/15/2025	SHERWIN-WILLIAMS CO
Five Points Bank	145378	12/15/2025	SERRANO, EUNICE
Five Points Bank	145377	12/15/2025	SCHOLASTIC, INC -
Five Points Bank	145376	12/15/2025	SAVVAS LEARNING COMPANY, LLC
Five Points Bank	145375	12/15/2025	RUTTS HEATING & AIR CONDITIONING INC
Five Points Bank	145374	12/15/2025	RUSS'S IGA
Five Points Bank	145373	12/15/2025	REIBER, LYNZEE N HA
Five Points Bank	145372	12/15/2025	READING WITH TLC
Five Points Bank	145371	12/15/2025	PROSOSKI, CHRISTOPHER
Five Points Bank	145370	12/15/2025	PROPIO LS LLC
Five Points Bank	145369	12/15/2025	POOH CORNER WEST
Five Points Bank	145368	12/15/2025	PLANK ROAD PUBLISHING
Five Points Bank	145367	12/15/2025	PHYS THERAPY & SPORT REHAB
Five Points Bank	145366	12/15/2025	PEPSI OF HASTINGS -
Five Points Bank	145365	12/15/2025	PENNINGTON, DREW J
Five Points Bank	145364	12/15/2025	PASTIME LANES
Five Points Bank	145363	12/15/2025	PARTS TOWN, LLC
Five Points Bank	145362	12/15/2025	OVERDRIVE, INC

Five Points Bank	145361	12/15/2025	NUTRIEN AG SOLUTIONS
Five Points Bank	145360	12/15/2025	NEBRASKA-IOWA IND FASTENER
Five Points Bank	145359	12/15/2025	NEBRASKA RURAL WATER ASSN.
Five Points Bank	145358	12/15/2025	NCS PEARSON, INC
Five Points Bank	145357	12/15/2025	NASB ALICAP
Five Points Bank	145356	12/15/2025	MIDWEST CONNECT
Five Points Bank	145355	12/15/2025	MENARDS
Five Points Bank	145354	12/15/2025	McConaghay, Darion
Five Points Bank	145353	12/15/2025	MAU, SHELLY HS
Five Points Bank	145352	12/15/2025	MACGILL & CO.
Five Points Bank	145351	12/15/2025	LITTLE STINGERS CHILD CARE
Five Points Bank	145350	12/15/2025	LINCOLN PUBLIC SCHOOLS -
Five Points Bank	145349	12/15/2025	LCL TRUCK EQUIPMENT, INC.
Five Points Bank	145348	12/15/2025	LARA, JASMIN
Five Points Bank	145347	12/15/2025	LAKESHORE LEARNING MATERIALS
Five Points Bank	145346	12/15/2025	KULLY PIPE & STEEL CO
Five Points Bank	145345	12/15/2025	KUEHN, BRENDA
Five Points Bank	145344	12/15/2025	KSB SCHOOL LAW, PC, LLO
Five Points Bank	145343	12/15/2025	KIMLE, MICHELE MS
Five Points Bank	145342	12/15/2025	KENESAW UNITED CHILD CARE COALITION
Five Points Bank	145341	12/15/2025	KELLY SUPPLY CO
Five Points Bank	145340	12/15/2025	KAUFFMAN, JODI LI
Five Points Bank	145339	12/15/2025	JOHNSON HARDWARE COMPANY
Five Points Bank	145338	12/15/2025	JACKSON GLASS
Five Points Bank	145337	12/15/2025	J W PEPPER & SONS INC.
Five Points Bank	145336	12/15/2025	ISLAND SUPPLY WELDING
Five Points Bank	145335	12/15/2025	INGRAM LIBRARY SERVICES
Five Points Bank	145334	12/15/2025	IMPLEMENTATION CONSULTING GROUP, LLC
Five Points Bank	145333	12/15/2025	IDEA BANK MARKETING
Five Points Bank	145332	12/15/2025	HUGH O'BRIEN YOUTH LEADERSHIP
Five Points Bank	145331	12/15/2025	Hoskinson, Dallie
Five Points Bank	145330	12/15/2025	HOMETOWN LEASING
Five Points Bank	145329	12/15/2025	HILLYARD/ DES MOINES
Five Points Bank	145328	12/15/2025	HERMAN, ART
Five Points Bank	145327	12/15/2025	HASTINGS UTILITIES
Five Points Bank	145326	12/15/2025	HASTINGS TRIBUNE
Five Points Bank	145325	12/15/2025	HASTINGS OUTDOOR POWER, LLC
Five Points Bank	145324	12/15/2025	HASTINGS ECONOMIC DEVELOPMENT CORPORATIO
Five Points Bank	145323	12/15/2025	HASTINGS EARLY CHILD DEVELOPMENT
Five Points Bank	145322	12/15/2025	HANSEN, DIANA
Five Points Bank	145321	12/15/2025	GYLL, MARY JANE
Five Points Bank	145320	12/15/2025	GUSTAVE A. LARSON COMPANY
Five Points Bank	145319	12/15/2025	GRUBE, JOCELYN KAE
Five Points Bank	145318	12/15/2025	GRAHAM TIRE - GI
Five Points Bank	145317	12/15/2025	GRACES LOCKSMITH SERVICE
Five Points Bank	145316	12/15/2025	GONZALES LEGON, DANIA A
Five Points Bank	145315	12/15/2025	GO PHYSICAL THERAPY, LLC

Five Points Bank	145314	12/15/2025	FRANZEN, LACEY HMS
Five Points Bank	145313	12/15/2025	FOLLETT CONTENT SOLUTIONS, LLC
Five Points Bank	145312	12/15/2025	FAMILY MEDICAL CENTER
Five Points Bank	145311	12/15/2025	EXPLORE LEARNING
Five Points Bank	145310	12/15/2025	EVERDRIVEN TECHNOLOGIES, LLC
Five Points Bank	145309	12/15/2025	EVANS, TANYA ADM
Five Points Bank	145308	12/15/2025	ESU COORDINATING COUNCIL
Five Points Bank	145307	12/15/2025	EMOTIONAL ABCs, INC.
Five Points Bank	145306	12/15/2025	EMBI TEC
Five Points Bank	145305	12/15/2025	ELECTRONIC SYSTEMS, INC.
Five Points Bank	145304	12/15/2025	EGAN SUPPLY COMPANY
Five Points Bank	145303	12/15/2025	EDGERTON EXPLORIT CENTER
Five Points Bank	145302	12/15/2025	ED SERV UNIT 9
Five Points Bank	145301	12/15/2025	ED SERV UNIT 10
Five Points Bank	145300	12/15/2025	ECHO ELECTRIC SUPPLY
Five Points Bank	145299	12/15/2025	EAKES OFFICE SOLUTIONS
Five Points Bank	145298	12/15/2025	EAGLE BUILDING SERVICES, LLC
Five Points Bank	145297	12/15/2025	DUTTON-LAINSON
Five Points Bank	145296	12/15/2025	DUFFY, JACLYN
Five Points Bank	145295	12/15/2025	DRESSMAN, TERESA
Five Points Bank	145294	12/15/2025	DOYLE, KAYTELYNN HMS
Five Points Bank	145293	12/15/2025	DIETZE MUSIC
Five Points Bank	145292	12/15/2025	DIAZ, EZPERANZA
Five Points Bank	145291	12/15/2025	DETAMORE, STEPHANIE MS
Five Points Bank	145290	12/15/2025	DEMCO, INC.
Five Points Bank	145289	12/15/2025	DAS STATE ACCOUNTING - CENTRAL FINANCE
Five Points Bank	145288	12/15/2025	CULLIGAN OF HASTINGS
Five Points Bank	145287	12/15/2025	CREECH, LANCE HS
Five Points Bank	145286	12/15/2025	CPI/COOPERATIVE PRODUCERS, INC
Five Points Bank	145285	12/15/2025	CORNHUSKER STATE INDUSTRIES
Five Points Bank	145284	12/15/2025	CORNHUSKER PRESS
Five Points Bank	145283	12/15/2025	CONSOLIDATED CONCRETE CO.
Five Points Bank	145282	12/15/2025	COMPUTER HARDWARE, INC
Five Points Bank	145281	12/15/2025	COMMUNICATIONS ENGINEERING
Five Points Bank	145280	12/15/2025	CITY OF HASTINGS SOLID WASTE DEPT.
Five Points Bank	145279	12/15/2025	CENTRAL NEBRASKA BOBCAT
Five Points Bank	145278	12/15/2025	CENTRAL COMMUNITY COLLEGE - HA
Five Points Bank	145277	12/15/2025	CARLSON, MICHELLE
Five Points Bank	145276	12/15/2025	CAREY'S PEST CONTROL
Five Points Bank	145275	12/15/2025	C4 OPERATIONS, LLC
Five Points Bank	145274	12/15/2025	BUSINESS WORLD PRODUCTS
Five Points Bank	145273	12/15/2025	BSN SPORTS, INC.
Five Points Bank	145272	12/15/2025	BRIGHTSIDE CHILD CARE CENTER LLC
Five Points Bank	145271	12/15/2025	BRANT, CHARLA AL
Five Points Bank	145270	12/15/2025	BLUE HILL EARLY LEARNING CENTER
Five Points Bank	145269	12/15/2025	BLOCK, VICKI
Five Points Bank	145268	12/15/2025	BIG G ACE

Five Points Bank	145267	12/15/2025	BIG DALLY'S DELI
Five Points Bank	145266	12/15/2025	BEYKE SIGNS
Five Points Bank	145265	12/15/2025	BELIKOVA-ERICKSON, IRINA LO
Five Points Bank	145264	12/15/2025	BARWICK, STEPHANIE MS
Five Points Bank	145263	12/15/2025	ASSOCIATED STAFFING, INC.
Five Points Bank	145262	12/15/2025	AMPLIFY
Five Points Bank	145261	12/15/2025	ALLO COMMUNICATIONS
Five Points Bank	145260	12/15/2025	ALLENS B & R #32
Five Points Bank	145259	12/15/2025	ADAMS COUNTY CLERK
Five Points Bank	145258	11/20/2025	VERIZON WIRELESS
Five Points Bank	145257	11/20/2025	STONEBROOK EXTERIOR
Five Points Bank	145256	11/20/2025	MARY LANNING HEALTH CARE
Five Points Bank	145255	11/20/2025	JULIAN, THERESA AD
Five Points Bank	145254	11/20/2025	CHAVEZ, JAZMIN G.
Five Points Bank	145253	11/20/2025	CASH
			Check Totals
			ACH's
			Omnify
			Woodwards
			Woodwards - LF
			Lunchtime Solutions
			Nebraska Department of Labor (EMP Ben Acct)
			Computershare - Bond Payment (QCP Acct)
			BOK Financial - Bond Payment (QCP & Bond Acct)
			US Bank
			Amazon
			Total ACH's
			Total Payments

Amount
\$250.00
\$2,344.29
\$590.00
\$32.76
\$388.32
\$10,846.93
\$31.28
\$485.44
\$2,566.36
\$121.41
\$175.00
\$2,890.00
\$10,820.00
\$11.90
\$36,000.00
\$288.00
\$189.98
\$1,500.00
\$64.78
\$3,362.00
\$115.00
\$30.00
\$1,148.60
\$32,648.00
\$1,500.00
\$364.00
\$475.61
\$1,173.00
\$129.96
\$70.56
\$206.25
\$417.96
\$6,428.61
\$1,338.37
\$7.97
\$329.67
\$314.83
\$19.14
\$3,902.00
\$667.25
\$14,047.45
\$573.56
\$344.24
\$1,286.00
\$3,086.15
\$750.00

\$118.80
\$522.04
\$200.00
\$786.15
\$3,274.00
\$4,868.35
\$1,293.65
\$18.57
\$42.85
\$80.95
\$4,835.00
\$611.09
\$116.28
\$44.00
\$260.22
\$362.71
\$28.44
\$1,788.00
\$42.20
\$2,758.00
\$357.49
\$37.84
\$1,996.72
\$14,447.06
\$78.99
\$145.79
\$1,773.46
\$11,250.00
\$856.00
\$1,625.00
\$1,500.00
\$9,866.04
\$63.99
\$27.86
\$58,679.78
\$250.00
\$19.00
\$25.00
\$4,600.00
\$142.80
\$250.00
\$1,871.76
\$250.00
\$314.00
\$7.50
\$428.45
\$47,837.05

\$228.60
\$181.04
\$215.00
\$3,295.00
\$2,278.00
\$965.17
\$2,723.22
\$348.00
\$272.00
\$750.50
\$1,635.16
\$891.00
\$44,090.50
\$39.39
\$2,163.89
\$1,626.69
\$15,375.36
\$6,215.89
\$250.00
\$250.00
\$75.60
\$499.50
\$280.00
\$5.88
\$27.36
\$317.87
\$72.65
\$683.20
\$9,842.91
\$1,410.00
\$3,035.65
\$408.72
\$1,480.95
\$4,146.00
\$33.75
\$280.00
\$300.00
\$2,635.92
\$1,083.00
\$383.50
\$284.54
\$229.98
\$3,720.00
\$116.89
\$1,430.00
\$280.00
\$798.89

\$482.28
\$77.00
\$151.37
\$184.80
\$19,706.05
\$190.00
\$7,012.09
\$409.43
\$2,938.80
\$210.28
\$6,219.52
\$3,960.00
\$215.60
\$66.00
\$500.00
\$485,065.90
\$408.00
\$2,400.00
\$1,400.00
\$504,813.56
\$146.07
\$48,725.28
\$2,111,806.65
\$21,447.25
\$4,915.47
\$2,696,062.28
\$3,181,128.18

Bank Name	Check Number	Date	Payee	Amount
Pinnacle Bank	17392	12/10/2025	YWCA ADAMS COUNTY-	\$855.00
Pinnacle Bank	17391	12/10/2025	X-GRAIN SPORTSWEAR	\$560.00
Pinnacle Bank	17390	12/10/2025	W.G. PAULEY LUMBER COMPANY	\$433.84
Pinnacle Bank	17389	12/10/2025	VILLAGE INN - C/O MATTHEW BRANDT	\$3,155.50
Pinnacle Bank	17388	12/10/2025	TUCKER, HANNAH R	\$36.34
Pinnacle Bank	17387	12/10/2025	STICKELS, TROY	\$70.00
Pinnacle Bank	17386	12/10/2025	SHIRT SHACK- HASTINGS	\$397.00
Pinnacle Bank	17385	12/10/2025	ROSNO, TODD	\$190.00
Pinnacle Bank	17384	12/10/2025	POSITIVE PROMOTIONS	\$127.55
Pinnacle Bank	17383	12/10/2025	PIERZINA, JASON	\$190.00
Pinnacle Bank	17382	12/10/2025	PATTERSON MEDICAL SUPPLY, INC	\$70.55
Pinnacle Bank	17381	12/10/2025	NIEDERKLEIN, KRISTA WA	\$72.30
Pinnacle Bank	17380	12/10/2025	MILLER, THOMAS	\$190.00
Pinnacle Bank	17379	12/10/2025	MENARDS	\$722.45
Pinnacle Bank	17378	12/10/2025	LINCOLN SOUTHEAST HIGH SCHOOL	\$250.00
Pinnacle Bank	17377	12/10/2025	KULLY PIPE & STEEL CO	\$1,085.08
Pinnacle Bank	17376	12/10/2025	HAYNES, GABRIEL A.	\$14.00
Pinnacle Bank	17375	12/10/2025	HARTMAN, ROD	\$190.00
Pinnacle Bank	17374	12/10/2025	GRIZZLY INDUSTRIAL INC	\$17.95
Pinnacle Bank	17373	12/10/2025	GAME ONE	\$1,901.31
Pinnacle Bank	17372	12/10/2025	FLINN, DYLAN HHS	\$14.00
Pinnacle Bank	17371	12/10/2025	ED SERV UNIT 9	\$25.00
Pinnacle Bank	17370	12/10/2025	Campos, Mary Ann	\$40.00
Pinnacle Bank	17369	12/10/2025	CAFFERTY, JASON	\$190.00
Pinnacle Bank	17368	12/10/2025	BSN SPORTS, INC.	\$964.51
Pinnacle Bank	17367	12/10/2025	BIG G ACE	\$416.06
Pinnacle Bank	17366	12/10/2025	ARNOLD MOTOR COMPANY	\$337.66
Pinnacle Bank	17365	12/4/2025	WAVERLY HIGH SCHOOL	\$1,554.00
Pinnacle Bank	17364	12/4/2025	WATSON CREATIVE LLC	\$7,000.00
Pinnacle Bank	17363	12/4/2025	WALNUT MIDDLE SCHOOL	\$175.00
Pinnacle Bank	17362	12/4/2025	WAHOO HIGH SCHOOL	\$600.00
Pinnacle Bank	17361	12/4/2025	W.G. PAULEY LUMBER COMPANY	\$1,757.53
Pinnacle Bank	17360	12/4/2025	TUCKER, HANNAH R	\$30.62
Pinnacle Bank	17359	12/4/2025	TROUDT, COLE	\$135.00
Pinnacle Bank	17358	12/4/2025	TEXAS ROADHOUSE	\$2,040.00
Pinnacle Bank	17357	12/4/2025	SMALL TOWN FAMOUS-	\$2,402.52
Pinnacle Bank	17356	12/4/2025	SHIRT SHACK- HASTINGS	\$325.50
Pinnacle Bank	17355	12/4/2025	SANDY CREEK HIGH SCHOOL	\$100.00
Pinnacle Bank	17354	12/4/2025	RUSS'S IGA	\$293.81
Pinnacle Bank	17353	12/4/2025	Royle-Benak, Sonia	\$1,500.00
Pinnacle Bank	17352	12/4/2025	RICKERT, CHRISTY HS	\$101.01
Pinnacle Bank	17351	12/4/2025	PFEIL, CHRISTINA MS	\$23.68
Pinnacle Bank	17350	12/4/2025	PEPSI OF HASTINGS -	\$1,052.60
Pinnacle Bank	17349	12/4/2025	O'REILLY AUTO PARTS	\$23.27
Pinnacle Bank	17348	12/4/2025	NEBRASKA CANCER SPECIALISTS	\$170.00
Pinnacle Bank	17347	12/4/2025	NE STATE BAND MASTERS ASSN.	\$40.00

Pinnacle Bank	17346	12/4/2025	NE CHORAL DIRECTORS	\$530.00
Pinnacle Bank	17345	12/4/2025	MILLARD SOUTH HIGH SCHOOL	\$642.50
Pinnacle Bank	17344	12/4/2025	MENARDS	\$4,419.26
Pinnacle Bank	17343	12/4/2025	MCPHERSON, SARA K	\$194.64
Pinnacle Bank	17342	12/4/2025	McCOOK HIGH SCHOOL	\$125.00
Pinnacle Bank	17341	12/4/2025	MAU, SHELLY HS	\$137.00
Pinnacle Bank	17340	12/4/2025	LUNCHTIME SOLUTIONS, INC	\$1,649.39
Pinnacle Bank	17339	12/4/2025	LINDBLAD, BRAD	\$135.00
Pinnacle Bank	17338	12/4/2025	LINCOLN SOUTHWEST HIGH SCHOOL	\$600.00
Pinnacle Bank	17337	12/4/2025	LIBERTY HARDWOODS INC	\$2,236.00
Pinnacle Bank	17336	12/4/2025	LANGUAGE AND FRIENDSHIP	\$5,578.00
Pinnacle Bank	17335	12/4/2025	KULLY PIPE & STEEL CO	\$1,324.22
Pinnacle Bank	17334	12/4/2025	JORGENSEN, JENNA MS	\$70.55
Pinnacle Bank	17333	12/4/2025	ISLAND SUPPLY WELDING	\$678.90
Pinnacle Bank	17332	12/4/2025	INK CREDIBLE INC.	\$823.75
Pinnacle Bank	17331	12/4/2025	HORTON, BRITTANY R	\$144.38
Pinnacle Bank	17330	12/4/2025	HOLDREGE PUBLIC SCHOOL	\$100.00
Pinnacle Bank	17329	12/4/2025	HAUFF MID-AMERICA SPORTS	\$151.82
Pinnacle Bank	17328	12/4/2025	HASTINGS PUBLIC SCHOOLS FOUNDATION	\$14.86
Pinnacle Bank	17327	12/4/2025	HASTINGS PUBLIC SCHOOLS	\$6,474.52
Pinnacle Bank	17326	12/4/2025	Gruhn, Matt	\$100.00
Pinnacle Bank	17325	12/4/2025	GLENWOOD HIGH SCHOOL	\$275.00
Pinnacle Bank	17324	12/4/2025	Fort Calhoun High School	\$185.00
Pinnacle Bank	17323	12/4/2025	ENGBERG, SCOTT	\$270.00
Pinnacle Bank	17322	12/4/2025	EILEENS COLOSSAL COOKIES, INC.	\$178.50
Pinnacle Bank	17321	12/4/2025	DOUBLE TREE HILTON	\$937.50
Pinnacle Bank	17320	12/4/2025	DIGNITY DESIGNS	\$156.00
Pinnacle Bank	17319	12/4/2025	COZAD HIGH SCHOOLS	\$225.00
Pinnacle Bank	17318	12/4/2025	BRIONES, ERIK	\$110.00
Pinnacle Bank	17317	12/4/2025	BIG G ACE	\$184.26
Pinnacle Bank	17316	12/4/2025	BELLEVUE WEST HIGH SCHOOL	\$250.00
Pinnacle Bank	17315	12/4/2025	BARWICK, STEPHANIE MS	\$528.24
Pinnacle Bank	17314	12/4/2025	ATWATER, LORRAINE M MS	\$21.39
Pinnacle Bank	17313	12/4/2025	ARNOLD MOTOR COMPANY	\$690.30
Pinnacle Bank	17312	12/4/2025	Ansbach, Kylie	\$37.54
Pinnacle Bank	17311	12/4/2025	ANDERSON, BENJAMIN JAY	\$200.00
Pinnacle Bank	17310	12/4/2025	ALLENS B & R #32	\$175.85
Pinnacle Bank	17309	12/4/2025	ADAM, LYLA	\$89.32
Pinnacle Bank	17308	11/20/2025	WYHE'S CHOICE FUNDRAISING	\$3,296.50
Pinnacle Bank	17307	11/20/2025	W.G. PAULEY LUMBER COMPANY	\$1,121.02
Pinnacle Bank	17306	11/20/2025	UNIVERSITY OF NEBRASKA QUIZ BOWL	\$75.00
Pinnacle Bank	17305	11/20/2025	SOUTH CENTRAL EMS, LLC	\$4,545.00
Pinnacle Bank	17304	11/20/2025	SMALL TOWN FAMOUS-	\$1,794.10
Pinnacle Bank	17302	11/20/2025	MORRISON CANCER CENTER	\$170.00
Pinnacle Bank	17300	11/20/2025	LINDEN, JEFFERY HHS	\$435.40
Pinnacle Bank	17299	11/20/2025	LINCOLN ELEMENTARY PTO	\$444.90
Pinnacle Bank	17298	11/20/2025	HASTINGS PUBLIC SCHOOLS	\$36.80

Pinnacle Bank	17297	11/20/2025	GUESWELL, MARK	\$227.51
Pinnacle Bank	17296	11/20/2025	DETAMORE, STEPHANIE MS	\$23.80
Pinnacle Bank	17295	11/20/2025	BSN SPORTS, INC.	\$4,054.68
Pinnacle Bank	17294	11/20/2025	BRIONES, ERIK	\$110.00
Pinnacle Bank	17293	11/20/2025	BIG G ACE	\$2,427.28
			Total Checks	\$81,246.32
			ACH's	
			Amazon	\$5,677.80
			US Bank	\$7,617.39
			US Bank	\$19,017.42
			Total ACH's	\$32,312.61
			Total Payments	\$113,558.93

4000 Series I N D E X

4001	[Intentionally Left Blank]
4002	Drug Free Workplace
4003	Drug Testing of Drivers
4004	Employment of Relatives, Domestic Partners and Significant Others
4005	Communication between the Board and District Employees
4006	Workers' Compensation Insurance
4007	Personnel Records
4008	Outside Employment
4009	Restrictions on Employees Receiving Gratuities.
4010	Inclement Weather
4011	Employee Leave Under the Family and Medical Leave Act (FMLA)
4011.1	Employee Leave Under the Nebraska Family Military Leave Act
4012	Staff Internet and Computer Use
4013	Grievance Procedure
4014	[Intentionally Left Blank]
4015	Prohibition Against Employment of Board Members
4016	Jury Duty or service as Witness in Court
4017	Relations with Employee Collective Bargaining Associations
4018	Corporal Punishment
4019	Workplace Injury Prevention and Safety Committee
4020	Ownership of Copyrighted Works
4021	[Intentionally Left Blank]
4022	Certification and Endorsements
4023	Professional Ethics

4024	Teachers' Rights, Responsibilities and Duties.
4025	Superintendent
4026	[Intentionally Left Blank]
4027	Part-Time Certificated Employees
4028	Substitute Teachers
4029	Salary Schedule for Certificated Employees
4030	Evaluation of Certificated Employees
4031	Evaluation of Probationary Certificated Employees
4032	Professional Growth
4033	[Intentionally Left Blank]
4034	Teacher Handbook
4035	Intentionally Left Blank Policy
4036	[Intentionally Left Blank]
4037	Reduction in Force
4038	Classified Staff Defined
4039	Employment of Classified Staff
4040	Employment Terms for Classified Staff
4041	Staff Dress and Appearance
4042	Employee Social Security Numbers
4043	Professional Boundaries and Appropriate Relationships Between Employees and Students
4044	Political Activity by Staff Members
4045	Milk Expression
4046	Internet Searches Regarding Potential Employees
4047	[Intentionally Left Blank]
4048	Assessment Administration and Security
4049	This number intentionally left blank
4050	Overtime and Compensatory Time
4051	Staff and District Social Media Use
4052	Job References to Prospective Employers
4053	Conflict of Interest

4054	Reporting Child Abuse or Neglect
4055	Head Teacher
4056	Resignation of Certificated Staff
4057	Superintendent Evaluation
4058	Confidentiality in Counseling and Guidance
4059	Behavioral and Mental Health Training
4060	School Vehicle Use
4061	Workplace and Non-Workplace Injuries or Illness and Return to Work
4062	Locker Room Supervision
4063	Extra Duty and Extended Contract Assignments for Certificated Staff
4064	Transporting Students in Employee Vehicles

FORMS INDEX

4000 Series Forms	Related Policy
Application for Employment	N/A
Certification for Serious Injury or Illness of a Veteran Military Caregiver (FMLA)	4011
Certification of Health Care Provider: Family Illness (FMLA)	4011
Certification of Illness or Injury of a Current Family Member: Military (FMLA)	4011
Certification of Qualifying Exigency for Military Family Leave (FMLA)	4011
Consent to Disclose Employment Information	N/A
NADC Form C-2: Conflict of Interest	4053
NADC Form C-3 Contractual Interest Statement	4053
NADC Form C-4 Employment of Immediate Family Member	4004

Notice of Eligibility and Rights & Responsibilities (FMLA)	4011
Return to Work	4011
Veterans Preference Not Hiring Letter	3053

4002 Drug Free Workplace

It is vitally important to have a healthy workforce that is free from the effects of illegal drugs. The use or possession of unlawful drugs in the workplace has a very detrimental effect upon safety and morale of the affected employee, coworkers, and the public at large; and on productivity and the quality of work.

Federal law requires this school district, as a recipient of federal funds, to maintain a drug-free workplace. The unlawful manufacture, distribution, dispensing, possession, or use of a controlled substance in the district's workplace is prohibited. The term "workplace" includes every location where district employees may be found during their working hours or while they are on duty, regardless of whether the location is within the geographic boundaries of the district. Any employee who violates this policy will be disciplined with measures up to and including discharge. The district may, in its sole discretion, require or allow an employee who violates this policy to participate in and satisfactorily complete a drug abuse assistance or rehabilitation program.

The district shall provide every current employee with a copy of this policy, and shall provide each newly hired employee with a copy upon hiring. Every employee shall be required to signify receipt of a copy of the policy in writing. All district employees must abide by this policy, including those who are not directly engaged in the performance of work pursuant to a federal grant.

An employee must notify his/her supervisor of any conviction of a criminal drug statute for a violation occurring in the workplace within five days. The failure to report such a conviction will be grounds for dismissal. If the employee convicted of such an offense is engaged in the performance of work pursuant to the provisions of a federal grant, the district shall notify the grant agency within 10 days of receiving notice of a conviction from the affected employee or of receiving actual notice of such a conviction.

Adopted on: 1-19-2026

Revised on: _____

Reviewed on: _____

4003 Drug Policy Regarding Drivers

Policy Statement. Drivers for the school district must be free from drug and alcohol abuse, and the use of illegal drugs or improper use of alcohol is prohibited. The overall goal of drug and alcohol testing is to insure a drug-free and alcohol-free transportation environment, and to reduce accidents, injuries and fatalities.

Designated Contact. The school district has designated **transportation supervisor** as the individual any driver may contact with questions about this policy or the school district's drug testing program and procedures for drivers. This individual further maintains and will provide drivers informational materials concerning the effects of alcohol and controlled substances use on an individual's health, work, and personal life; signs and symptoms of an alcohol or a controlled substances problem (the driver's or a co-worker's); and available methods of intervening when an alcohol or controlled substances problem is suspected, including confrontation, referral to any employee assistance program and/or referral to management.

Transportation supervisor may be contacted at **402-461- 7513.**

Covered Drivers. Any person who operates a commercial motor vehicle on behalf of the school district is covered by this policy and the school district's drug testing program and procedures for drivers. All covered drivers must provide the school district a signed statement certifying that he or she has received a copy of this policy and related materials.

Covered Workday. A driver is required to comply with this policy and the terms of the school district's drug testing program and procedures for drivers at all times they are assigned, or may be assigned, to perform safety-sensitive functions. This includes all time from the time a driver begins to work or is required to be in readiness to work until the time he/she is relieved from work and all responsibility for performing work. Safety-sensitive functions include: (1) all time at a school district facility or property, contractor facility or property, or on any public property, waiting to be dispatched, unless the driver has been relieved from duty by the school district; (2) all time inspecting equipment as required by state or federal law or regulation and any and all other time inspecting, servicing, or conditioning any commercial motor vehicle; (3) all time spent at the driving controls of a commercial motor vehicle in operation; (4) all time, other than driving time, in or upon any commercial motor vehicle; (5) all time loading or unloading a vehicle, supervising, or assisting in the loading or unloading, attending a vehicle being loaded or unloaded, remaining in readiness to operate the vehicle, or in giving or

receiving receipts for shipments loaded or unloaded; and (6) all time repairing, obtaining assistance, or remaining in attendance upon a disabled vehicle.

Prohibited Conduct. No driver shall: (1) report for duty or remain on duty requiring the performance of safety-sensitive functions while having an alcohol concentration of 0.04 or greater; (2) use alcohol while performing safety-sensitive functions; (3) perform safety-sensitive functions within four hours after using alcohol; or (4) refuse to submit to a pre-employment controlled substance, a post-accident alcohol or controlled substance test, a random alcohol or controlled substances test, a reasonable suspicion alcohol or controlled substance test, a return-to-duty alcohol or controlled substances test, or a follow-up alcohol or controlled substance test required under state or federal law or this policy. No driver required to take a post-accident alcohol test shall use alcohol for eight hours following the accident, or until he/she undergoes a post-accident alcohol test, whichever occurs first.

No driver shall: (1) report for duty or remain on duty requiring the performance of safety sensitive functions when the driver uses any drug or substance identified in 31 CFR 1308.11 Schedule 1; (2) report for duty or remain on duty requiring the performance of safety-sensitive functions when the driver uses any non-Schedule I drug or substance that is identified in the other Schedules in 21 CFR part 1308 except when the use is pursuant to the instructions of a licensed medical practitioner who is familiar with the driver's medical history and has advised the driver that the substance will not adversely affect the driver's ability to safely operate a commercial motor vehicle; or (3) report for duty, remain on duty or perform a safety-sensitive function, if the driver tests positive or has adulterated or substituted a test specimen for controlled substances.

Types of Testing. Pursuant to regulations promulgated by the Department of Transportation (DOT), the district has implemented four types of testing: (1) pre-employment testing, (2) reasonable cause testing, (3) post-accident testing and (4) random testing.

Refusal to Submit to Testing. A driver shall not refuse to submit to testing. A driver will be considered to have refused to submit to testing if the driver fails to provide a sample or specimen necessary for testing upon a lawful request, consistent with the required testing protocols. The refusal to submit to the testing used by the district will be grounds for refusal to hire driver applicants and to terminate the employment of existing drivers.

Consequences for Violations. Any driver who becomes unqualified on the basis of violation of the terms of this policy will be subject to disciplinary action which may include termination of the driver's employment, and shall include

the immediate removal from safety-sensitive functions in compliance with federal law. No driver tested pursuant to this policy and the school district's drug testing program and procedures who is found to have an alcohol concentration of 0.02 or greater but less than 0.04 shall perform or continue to perform safety-sensitive functions until the start of the driver's next regularly scheduled duty period, but not less than 24 hours following administration of the test.

Return to Duty Process. A driver who has violated this policy or the school district drug testing program and procedures cannot again perform any safety-sensitive functions until and unless the employee completes the return-to-duty process, including the substance-abuse professional's (SAP) evaluation, referral, and recommended education or treatment. The school district will provide employees the relevant contact information for available and acceptable SAPs as necessary, but the school district is not required under the law to provide a SAP evaluation or any subsequent recommended education or treatment for a driver. Any driver completing the return-to-duty process must complete a return-to-duty test and test negatively.

Disqualification. Any applicant who tests positive for the presence of the following drugs is medically unqualified to drive and will not be considered for the position of driver: (1) marijuana, (2) cocaine, (3) opiates, (4) amphetamines, or (5) phencyclidine (PCP). Any district driver who tests positive shall be medically unqualified and removed from service immediately.

Pre-employment Testing. All applicants for employment must submit to drug and alcohol tests as a condition of being considered for employment.

Reasonable Cause Testing. The district shall have reasonable cause to require a driver to submit to drug testing when a driver manifests physical or physiological symptoms or reactions commonly attributed to the use of controlled substances or alcohol.

Post-Accident Testing. A driver who has been involved in a reportable accident must submit to drug and alcohol testing as soon as possible. A reportable accident includes any accident in which there is a fatality, a person is injured and must be treated away from the accident site, the driver receives a citation for a moving violation, or a vehicle is towed from the scene. The driver must notify the district immediately regarding any reportable accident.

Serious Injury to the Driver. If a driver is so seriously injured that he or she cannot submit to testing at or immediately after the time of the accident, the driver must provide the necessary authorization for the district to obtain

hospital reports or other documents that would indicate whether there were controlled substances or alcohol in the driver's system.

Random Testing. All drivers will be subject to unannounced random testing for drugs and alcohol. The district or its agents will periodically select drivers at random for testing. A district official will notify a driver when his or her name has been selected and will instruct the driver to report immediately for testing. By its very nature, random selection may result in one driver being tested more than once in a 12-month period, while another driver may not be selected at all during the same 12 months.

Frequency of Random Testing. Under DOT regulations, the district must test at least 50 percent of its average number of driver positions for drugs and 25 percent of its average number of driver positions for alcohol each year. The tests must be unannounced and spread evenly throughout the year. DOT regulations also require that every driver selected at random must have his or her name placed back in the random pool for the next selection period.

Testing Procedure. All urine and blood specimens collected under the policy will be submitted to an approved laboratory for testing. Specimens that initially test positive for drugs will be subjected to a subsequent confirmation test before being reported by the laboratory as positive. All such specimens collected and submitted will be maintained securely to safeguard the validity of the test results and maintain the integrity of the testing process while ensuring the results are attributed to the correct driver.

Medical Review Officer. All laboratory test results will be reported by the laboratory to a medical review officer (MRO) designated by the district. Negative test results will be reported as such by the MRO to the district. Before reporting a positive test result to the district, the MRO will attempt to contact the driver to discuss the test result. If the MRO is unable to contact the driver directly, the MRO will contact a district official designated in advance by the district, who shall in turn contact the driver and direct the driver to contact the MRO. Upon being so directed, the driver shall contact the MRO immediately or, if after the MRO's business hours and the MRO is unavailable, at the start of the MRO's next business day. If required by DOT regulations, personal information collected and maintained pursuant to this policy shall be reported to the Clearinghouse by the MRO in the event of: (1) a verified positive, adulterated, or substituted drug test result; (2) an alcohol confirmation test with a concentration of 0.04 or higher; (3) a refusal to submit to any test required by this policy and the school district's drug testing program and procedures; (4) an employer's report of actual knowledge that a driver has used alcohol or controlled substances based on the employer's direct observation of the employee, information provided by the driver's

previous employer(s), a traffic citation for driving a CMV while under the influence of alcohol or controlled substances or an employee's admission of alcohol or controlled substance use; (5) on duty alcohol use as prohibited above; (6) pre-duty alcohol use as prohibited above; (7) alcohol use following an accident as prohibited above; (8) controlled substance use as prohibited above; (9) a substance abuse professional report of the successful completion of the return-to-duty process; (10) a negative return-to-duty test; and (11) an employer's report of completion of follow-up testing.

Confidentiality. Pursuant to DOT regulations, individual test results for applicants and drivers will be released to the district and will be kept confidential unless the tested individual consents to their release or release is required by law (such as the release of information to the Clearinghouse.) Any person who has submitted to drug testing in compliance with this policy is entitled to receive the results of such testing upon timely written request.

Retesting. An individual who tested positive for the presence of drugs may request that the original sample be retested. The request for a retest must be submitted in writing on a form provided by the district within 3 working days of the district's notification to the individual that he or she has a positive test result. The individual making the request must pay all costs associated with the retest and transfer of the sample to another laboratory before the retest will be performed.

Adopted on: 1-19-2026

Revised on: _____

Reviewed on: _____

4004 Employment of Relatives, Domestic Partners and Significant Others

It is in the school district's best interest to hire the best qualified candidate for employment. However, the district must use sound judgment in hiring and placing employees who are closely related, reside together as domestic partners, or are involved in close relationships for the following reasons: avoiding conflict of interest and the appearance of a conflict of interest; avoiding favoritism and the appearance of favoritism; promoting collegiality among employees; minimizing lost productivity; easing the task of managing employees; avoiding friction and conflict when marriages or relationships break down; and avoiding claims of sexual harassment.

For the purposes of this policy, the term "relative" refers to a spouse, child, parent, sibling, grandparent, grandchild, aunt, uncle, first cousin, or corresponding in-law or "step" relation. "Domestic partner" refers to individuals who reside in the same household and are involved in a relationship, who may hold themselves out to the public as marital partners, but who are not legally married. "Significant others" refers to individuals who are dating or engaged to be married but may or may not reside together. This policy applies to all categories of employment including regular, temporary, and part-time classifications.

Generally, an employee's relative, domestic partner, or significant other should not be hired to work in the same department as the employee or in any other position in which the district believes a conflict or the appearance of a conflict may exist. Relatives, domestic partners, and significant others are permitted to work at the district provided one does not report directly to, supervise, or manage the other. The superintendent and/or board may make exceptions to this general rule.

Employees in a supervisory-subordinate relationship or employed in the same department who marry, become domestic partners, or become significant others while employed will be treated in accordance with these guidelines, and one of the employees will be transferred at the earliest practicable time. The transfer will be voluntary when possible. When a voluntary transfer is not possible, the superintendent will make the decision based upon the importance of each job, the needs of the district, and the availability of candidates to fill either position. The district shall endeavor to place the transferred employee in a position which is similar in terms of pay and benefits. The superintendent and/or board may make exceptions to this general rule.

Adopted on: 1-19-2026

Revised on: _____

Reviewed on: _____

4005

Communication Between the Board and District Employees

Employees have the same right to communicate with the board about matters of public concern as other patrons of the district. Regarding employment-related issues, employees must follow the applicable board policies and/or contractual procedures regarding the administrative chain of command, complaints, grievances and other applicable processes.

When appropriate, the superintendent shall inform employees of official board policies, directives, actions and concerns.

Adopted on: 1-19-2026

Revised on: _____

Reviewed on: _____

4006
Workers' Compensation Insurance

The school district shall provide workers' compensation insurance for the protection of the district and its employees, and such other insurance as the board deems appropriate or has agreed to provide pursuant to a contract or collective bargaining agreement.

Adopted on: 1-19-2026

Revised on: _____

Reviewed on: _____

4007
Personnel Records

The district shall maintain a personnel file regarding each employee. All materials in a personnel file, except for employment references and information that was gathered in the process of assessing an applicant for hiring, shall be available to the employee for review within a reasonable period of time of the employee's request. Employees (or individuals to whom employees have given written authorization) may inspect the contents of their personnel files only in the presence of an administrator or a person designated by the administration.

An employee may respond to any document(s) in his or her personnel file by submitting a written response to the person responsible for keeping the file, who shall attach the response to file copies of the disputed document.

No person other than school officials engaged in their professional duties shall be granted access to employees' personnel files, and the contents of such files shall not be divulged in any manner to any unauthorized person. An attorney acting on behalf of the board of education or administration is deemed to be a school official.

Adopted on: 1-19-2026

Revised on: _____

Reviewed on: _____

4008 Outside Employment

1. An employee's responsibilities to the district take precedence over personal responsibilities during school hours. Employees may not engage in other employment business activity during assigned duty hours.
2. Tutoring
 - a. Teachers are expected to assist students who are having learning problems as part of the teachers' employment. Such assistance is expected both in the classroom and at other times during the school day.
 - b. A teacher shall not solicit a student or parent to retain the teacher as a tutor and shall not act as a tutor for pay or other remuneration for any student who is then enrolled in any class taught by that teacher.
 - c. In all other cases during the school year, a teacher may act as a tutor for pay or other remuneration upon prior approval of the building principal and superintendent or designee.
3. Employees shall attend to personal matters outside their assigned duty hours with the district whenever possible.
4. Employees may conduct business on behalf of the district during assigned duty hours, but at times that do not disrupt or interfere with teaching responsibilities or student activities.
5. Employees shall not misrepresent, either expressly or by implication, that any activity, solicitation, or other endeavor is sponsored, sanctioned, or endorsed by the district.
6. In any written or verbal presentation by an employee that might be perceived as being sanctioned, sponsored, or endorsed by the district, other than district-related instruction or presentation to district students or personnel, the employee shall communicate to the audience or recipients that the views expressed are those of the employee and not necessarily those of the district or board.
7. Sale of goods or services by employees.

- a. Employees shall not sell, solicit or promote the sale of goods or services to students.
 - b. Employees shall not sell, solicit or promote the sale of goods or services to parents of students when the employee's relationship with the district is used to influence any sale or may be reasonably perceived by parents as attempting to influence any sale.
 - c. Employees with supervisory or managerial responsibilities shall not sell, solicit or promote the sale of goods or services to employees over whom they have such responsibilities in any manner that could reasonably be perceived as coercive by the subordinate employee(s).
 - d. Employees shall not use employee, student, or parent directories in connection with the solicitation, sale, or promotion of goods or services and shall not provide any such directory to any person or entity for any purpose without the prior knowledge or approval of the building principal.
8. No school board member, administrator, teacher, or other employee shall use the personnel, facilities, resources, equipment, property, or funds of the district for personal financial gain or business activities.
 9. All written or artistic works, instructional materials, inventions, procedures, ideas, innovations, systems, programs, or other work product created or developed by any employee in the course and scope of performance of his or her employment duties on behalf of the district, whether published or not, shall be the exclusive property of the district; and the district has the sole right to sell, license, assign, or transfer any and all right, title, or interest in and to such property.
 10. Staff may not exploit their professional relationships for personal gain.

Adopted on: 1-19-2026

Revised on: _____

Reviewed on: _____

4009
Restrictions on Employees Receiving Gratuities

An employee who, because of his or her employment by the school district, receives any bonus merchandise or gift with a value over \$100.00 must disclose the receipt of such gift to the superintendent, who will then report that gift to the board. The superintendent, at his or her discretion, may require that the gift become the property of the district. No certificated staff member may accept any gift which will impair the professional judgment of the recipient.

Employees are directed to discourage merchants from offering bonus paraphernalia in exchange for the school's patronage.

Adopted on: 1-19-2026

Revised on: _____

Reviewed on: _____

4010
Inclement Weather

Unless the superintendent directs otherwise, staff shall not be required to report when school is canceled due to inclement weather.

If school is canceled during the day because of inclement weather, classified and certified personnel may be released after students have been excused. Classified and certified personnel who miss work due to inclement weather when school is in session will not be paid for time missed or will be charged an applicable leave day.

Adopted on: 1-19-2026

Revised on: _____

Reviewed on: _____

4011
Employee Leave Under the Family and Medical Leave Act
(FMLA)

The school district shall provide leave to its employees in accordance with the Family and Medical Leave Act ("FMLA"). The terms used herein shall have the meaning ascribed to them under the FMLA. Employees may also qualify for leave under the Nebraska Family Military Leave Act, which is covered under the district's policy for that law. If an employee qualifies for leave under both the Family and Medical Leave Act and the Nebraska Military Leave Act, any leave taken by the employee will count concurrently toward the leave limits of both acts.

I. Qualifying for Leave

A. Qualified Employees

1. To be eligible for ***unpaid*** leave under this policy, an employee must:
 - a. Make the request for leave at a time when the school district employs 50 or more workers;
 - b. Have been working for the school district for at least 12 months prior to the request; and
 - c. Have worked a minimum of 1,250 hours during the 12-month period immediately preceding the commencement of the leave.
2. The applicable 12-month period for computing an employee's entitlement to FMLA leave shall be "rolling" 12-month period measured backward from the date an employee uses any FMLA leave.
3. Employees ineligible for FMLA leave for any reason may be eligible for leave under the Nebraska Family Military Leave Act and should consult policy 4011.1.

B. Qualified Circumstances Necessitating Leave

1. The school district will grant an eligible employee up to a total of 12 workweeks of **unpaid** leave under the following conditions:
 - a. For birth of a son or daughter, and to care for the newborn child;
 - b. For placement of a son or daughter with the employee for adoption or foster care;
 - c. To care for the employee's spouse, son, daughter, or parent with a serious health condition;
 - d. Because of a serious health condition that makes the employee unable to perform the functions of his or her job; or
 - e. Because of any qualifying exigency arising out of the fact that the employee's spouse, son, daughter, or parent is a Military Member on Covered Active Duty (or has been notified of an impending call or order to Covered Active Duty) in National Guard, Reserves, and/or Regular Armed Forces in support of a contingency operation

2. The school district will grant an eligible employee who is the spouse, son, daughter, parent or next of kin of a Covered Servicemember a total of 26 workweeks of **unpaid** leave during a 12-month period to care for the service member as permitted under the FMLA. The leave described in this paragraph shall only be available during a single 12-month period.

For purposes of this provision and this policy, "Covered Servicemember" includes both Military Members and covered Veterans, so long as the covered Veteran was discharged or released under conditions other than dishonorable at any

time during the five-year period prior to the first date the eligible employee takes FMLA leave to care for the covered Veteran.

3. During the single 12-month period described in paragraph I(B)(2), an eligible employee shall be entitled to a combined total of 26 workweeks of leave under paragraphs I(B)(1) and I(B)(2). Nothing in this paragraph shall limit the availability of leave under paragraph I(B)(1) during any other 12-month period.

C. Limitations on Leave

1. Leave for birth or placement for adoption or foster care must conclude within 12 months of the birth or placement.
2. In any case in which a husband and wife both employed by the school district are entitled to FMLA leave:
 - a. The aggregate number of workweeks of FMLA leave to which both are entitled is limited to 12 during any 12-month period if such leave is taken (i) because of the birth of a son or daughter of the employee and in order to care for such son or daughter; (ii) because of the placement of a son or daughter with the employee for adoption or foster care; or (iii) to care for a sick parent who has a serious health condition; and
 - b. The aggregate number of workweeks of FMLA leave to which both that husband and wife are entitled is limited to 26 during the single 12-month period in which leave is taken to care for a Covered Servicemember and the husband and wife employees are both either the son, daughter, parent, or next of kin of such Covered Servicemember, if the leave is taken for this reason or a combination of

this reason and one of the three reasons described in paragraph I(C)(2)(a). If the leave taken by the husband and wife includes leave described in paragraph I(C)(2)(a), the limitation in paragraph I(C)(2)(a) shall apply to the leave described in I(C)(2)(a).

D. Qualifying Notice and Certification

Employees seeking to use FMLA leave will be required to provide:

1. 30-day advance notice when the need to take the leave is foreseeable; provided, if (a) the leave is for needed treatment which is required to begin in less than thirty days or (b) the leave is for the reason set forth in paragraph I(B)(1)(e), the employee shall provide such notice to the school district as is reasonable and practical;
2. Medical certification supporting the need for leave due to a Serious Health Condition affecting the employee or family member or to care for a Military Member, and/or due to a Serious Injury or Illness to care for a Veteran;
3. Second or third medical opinions and periodic re-certifications (at the school district's expense);
4. Certification supporting the need for leave because of a qualifying exigency arising out of the fact that the employee's spouse, son, daughter or parent is a Military Member on Covered Active Duty (or has been notified of an impending call or order to Covered Active Duty) in the National Guard, Reserves, and/or Regular Armed Forces in support of a contingency operation;
5. Certification supporting the need for leave to care for a Veteran who was discharged or

released under conditions other than dishonorable at any time during the five-year period prior to the first date the eligible employee takes FMLA leave to care for the covered Veteran, and who is undergoing medical treatment, recuperation, or therapy for a Serious Injury or Illness; and

6. Periodic reports during leave, at a frequency reasonably requested by the superintendent, regarding the employee's status and intent to return to work.

E. Scheduling Leave

When leave is needed to care for a family member, for the employee's own illness, or to care for a Covered Servicemember, and such leave is foreseeable based on planned medical treatment, the employee must attempt to schedule treatment so as not to unduly disrupt the school district's operations.

II. Relationship with District During Leave

A. Leave to Be Unpaid

All leave provided to employees under the provisions of the FMLA and this policy shall be unpaid leave.

B. Substitution of Paid Leave

1. The school district requires employees to substitute any accrued paid vacation leave, paid personal leave, paid family leave, paid medical leave or paid sick leave for FMLA leave. However, nothing in this policy shall require the school district to provide paid sick or medical leave in any situation in which the school district would not normally provide such paid leave.
2. If an employee uses paid leave under circumstances which do not qualify as FMLA leave, the leave will not count against the

number of workweeks of FMLA leave to which the employee is entitled.

3. Any paid leave which is substituted for FMLA leave will be subtracted from the number of workweeks of unpaid leave provided by the FMLA and this policy.

C. Group Health Plan Benefits

1. The school district will continue group health plan benefits on the same basis as coverage would have been provided if the employee had been continuously employed during the FMLA leave period.
2. Any share of health plan premiums which have been paid by the employee prior to FMLA leave must continue to be paid by the employee during the FMLA leave period.

D. Intermittent or Reduced-Schedule Leave

1. Leave may be taken under this policy intermittently or on a reduced-leave schedule under certain circumstances.
 - a. When leave is taken because of a birth or because of a placement of a child for adoption or foster care, an eligible employee may take leave intermittently or on a reduced-leave schedule only with the agreement of the school district. In such a case, the superintendent shall have the authority to approve or disapprove such intermittent or reduced leave schedule, in the superintendent's sole discretion.
 - b. When leave is taken to care for a sick family member, for an employee's own serious health condition, or to care for a covered Veteran or Military Member, an eligible employee may take leave

intermittently or on a reduced-leave schedule when medically necessary.

- c. When leave is taken by an eligible employee because of any qualifying exigency arising out of the fact that the employee's spouse, son, daughter, or parent is a Military Member on Covered Active Duty (or has been notified of an impending call or order to Covered Active Duty) in National Guard, Reserves, and/or Regular Armed Forces in support of a contingency operation, the employee may take leave intermittently or on a reduced-leave schedule.
- d. When leave is taken by an eligible employee to care for a Covered Servicemember, including a Veteran who was discharged or released under conditions other than dishonorable at any time during the five-year period prior to the first date the eligible employee takes FMLA leave to care for the covered Veteran, and who is undergoing medical treatment, recuperation, or therapy for a Serious Injury or Illness
- e. Intermittent or reduced leave shall not result in a reduction in the employee's total amount of leave beyond the amount of leave actually taken.
- f. When an instructional employee seeks to take intermittent leave in connection with a family or personal illness (e.g. physical therapy or periodic care for a sick relative) or to care for a covered Veteran or Military Member, and when such leave would constitute at least 20 percent of the total number of working days in the period during which the leave would extend, the school district may require the employee to elect to take leave in a block, instead

of intermittently, for the entire period or to transfer to an available alternative position within the school system that is equivalent in pay, for which the employee is qualified, and which better accommodates the intermittent leave.

2. If an eligible employee requests intermittent leave or leave on a reduced-leave schedule that is foreseeable based on planned medical treatment, including during a period of recovery from a serious health condition, the school district may require the employee to transfer temporarily to an available alternative position for which the employee is qualified and which better accommodates recurring periods of leave than does the employee's regular position. Such alternative position must have equivalent pay and benefits as the employee's permanent position.
3. Leave taken on an intermittent or reduced-schedule basis will be tracked hourly.

III. Return from Leave

A. Restoration to Position

1. On return from FMLA leave, an employee is entitled to be returned to the same position the employee held when leave commenced, or to an equivalent position with equivalent benefits, pay, and other terms and conditions of employment.
2. Any leave taken under this policy will not result in the loss of any employment benefits accrued prior to the date on which the leave commenced.
3. An eligible employee is not entitled to accrual of any seniority or employment benefits during any period of leave, or any right, benefit, or position of employment other than to which the

employee would have been entitled had the employee not taken leave.

B. Denial of Restoration

1. The school district reserves the right to deny restoration to any eligible employee who is a "key employee" (that is an employee who is salaried and among the highest paid 10% of the employees of the school district) if such denial is necessary to prevent substantial and grievous economic injury to the operations of the school district.
2. If the school district intends to deny restoration to such an employee, it will:
 - a. notify the employee of his/her status as a "key employee" in response to the employee's notice of intent to take FMLA leave;
 - b. notify the employee as soon as the school district decides it will deny job restoration and explain the reasons for this decision;
 - c. offer the employee a reasonable opportunity to return to work from FMLA leave after giving this notice; and
 - d. make a final determination as to whether reinstatement will be denied at the end of the leave period if the employee then requests restoration.

C. Failure to Return from Leave

If an employee fails to return from FMLA leave after the period of leave to which the employee is entitled has expired, the employee shall reimburse the district for any premiums the employer paid for maintaining health insurance coverage for the employee during the employee's FMLA leave unless the reason the employee does not return is due to: (1) the

continuation, recurrence, or onset of the serious health condition which entitled the employee to FMLA leave and the employee provides the district with sufficient certification from the proper health care provider of such continuation, recurrence, or onset of the serious health condition or (2) other circumstances beyond the employee's control.

IV. Notice to Employees

- A.** The school district will post in conspicuous places where employees are employed notices explaining the FMLA and providing information concerning the procedures for filing complaints of FMLA violations with the U.S. Wage and Hour Division.

- B.** To the extent that any provision in this policy is in any manner inconsistent with the provisions of the Act or the regulations promulgated thereunder, the Act and regulations shall prevail over the provisions of this policy. The school district reserves the right to modify this policy from time to time in its sole discretion.

- C.** Employees may direct any questions or concerns regarding FMLA leave to the superintendent.

Adopted on: 1-19-2026

Revised on: _____

Reviewed on: _____

4011.1

Employee Leave Under the Nebraska Family Military Leave Act

The school district shall provide leave to its employees in accordance with the Nebraska Family Military Leave Act (NFMLA). The terms used herein shall have the meaning ascribed to them under the NFMLA. Employees may also qualify for leave under the Family and Medical Leave Act (FMLA), which is detailed in the district's FMLA policy. If an employee qualifies for leave under both the FMLA and NFMLA, any leave taken by the employee will count concurrently toward the leave limits of both.

I. Qualifying for Leave

A. Qualified Employees

To be eligible for unpaid leave under the NFMLA, an employee must:

1. Have been working for the school district for at least 12 months prior to the request; and
2. Have worked a minimum of 1,250 hours during the 12-month period immediately preceding the commencement of the leave.

B. Qualified Circumstances for Requesting Leave

The school district will grant a qualified employee up to a total of 30 days of unpaid leave if:

1. The employee is the spouse or parent of a person called to military service lasting 179 days or longer with the state or United States pursuant to orders of the Governor or the President of the United States and;
2. The leave is scheduled to be taken during the time federal or state deployment orders are in effect.

C. Qualifying Notice and Certification

Employees seeking to use the NFMLA will be required to provide:

- a. A consultation with the District to schedule leave so as not to unduly disrupt the operations of the school.
- b. Certification from the proper military authority to verify the employee's eligibility for the family military leave requested.
- c. 14-day advance notice of the intended date upon which the leave will begin, if leave will consist of five or more work days.
- d. As much advance notice as possible of the intended date upon which the leave will commence, if leave will consist of less than five work days.

II. Relationship with District During Leave

A. Leave to Be Unpaid

All leave provided to employees under the provisions of the NFMLA and this policy shall be unpaid leave.

B. Benefits

1. Taking leave under the NFMLA shall not result in the loss of any employee benefit accrued before the date on which the leave commenced.
2. Any employee who takes leave under the NFMLA will be permitted to continue their benefits at their own expense.
3. Payment for benefits must be made to the district in advance of the date on which they are due. For example, if health insurance premiums are paid to the carrier by the district on the 1st of the month, the employee taking leave under the NFMLA must provide

the full cost of the premium to the district prior to that date. Failure to provide the full costs for all benefits the employee wishes to continue in advance of their due date may result in cancellation of benefits as permitted by law.

III. Return from Leave

A. Restoration to Position

1. Any employee who exercises the right to leave under the NFMLA shall be restored by the district to the position held by the employee when the leave commenced or to a position with equivalent seniority status, employee benefits, pay, and other terms and conditions of employment.
2. This section does not apply if the district proves that the employee was not restored because of conditions unrelated to the employee's exercise of rights under the NFMLA.

B. Failure to Return

If an employee fails to return after the period of leave to which the employee is entitled has expired, and no additional qualifications for leave exist, the employee will be subject to the district's policies governing unexcused absences up to and including termination of employment.

Adopted on: 1-19-2026

Revised on: _____

Reviewed on: _____

4012 Staff Internet and Computer Use

Internet access is an important tool for communicating, keeping up-to-date with current developments in education, and for conducting research to enhance management, teaching and learning skills. The following procedures and guidelines are intended to ensure appropriate use of the Internet at the school by the district's faculty and staff. Staff should also refer to the district's policy on Staff and District Social Media Use.

I. Staff Expectations in Use of the Internet

A. Acceptable Use While on Duty or on School Property

1. Staff shall be restricted to use the Internet to conduct research for instructional purposes.
2. Staff may use the Internet for school-related e-mail communication with fellow educators, students, parents, and patrons.
3. Staff may use the Internet in any other way which serves a legitimate educational purpose and that is consistent with district policy and good professional judgment.
4. Teachers should integrate the use of electronic resources into the classroom. As the quality and integrity of content on the Internet is not guaranteed, teachers must examine the source of the information and provide guidance to students on evaluating the quality of information they may encounter on the Internet.

B. Unacceptable Use While on Duty or on School Property

1. Staff shall not access obscene or pornographic material.
2. Staff shall not engage in any illegal activities on school computers, including the downloading and reproduction of copyrighted materials.

3. Staff shall not use school computers or district internet access to use peer-to-peer sharing systems such as BitTorrent, or participate in any activity which interferes with the staff member's ability to perform their assigned duties.
4. The only political advocacy allowed by staff on school computers or district internet access is that which is permitted by the Political Accountability and Disclosure Act and complies with district policy.
5. Staff shall not share their passwords with anyone, including students, volunteers or fellow employees.

II. School Affiliated Websites

Staff must obtain the permission of the administration prior to creating or publishing any school-affiliated web page which represents itself to be school-related, or which could be reasonably understood to be school-related. This includes any website which identifies the school district by name or which uses the school's mascot name or image.

Staff must provide administrators with the username and password for all school-affiliated web pages and must only publish content appropriate for the school setting. Staff must also comply with all board policies in their school-affiliated websites and must comply with the board's policy on professional boundaries between staff and students at all times and in all contexts.

Publication of student work or personality-identifiable student information on the Internet may violate the Federal Education Records Privacy Act. Staff must obtain the consent of their building principal or the superintendent prior to posting any student-related information on the Internet.

III. Enforcement

A. Methods of Enforcement

The district owns the computer system and monitors e-mail and Internet communications, Internet usage, and patterns of Internet usage. Staff members have no right of privacy in any electronic

communications or files, which are stored or accessed on or using school property and these are subject to search and inspection at any time.

1. The district uses a technology protection measure that blocks access to some sites that are not in accordance with the district's policy. Standard use of the Internet utilizes a proxy server-based filter that screens for non-curriculum related pages.
2. Due to the nature of technology, the filter may sometimes block pages that are appropriate for staff research. The system administrator may override the technology protection measures that blocks or filters Internet access for staff access to a site with legitimate educational value that is wrongly blocked.
3. The district will monitor staff use of the Internet by monitoring Internet use history to ensure enforcement of this policy.

B. Any violation of school policy and rules may result in that staff member facing:

1. Discharge from employment or such other discipline as the administration and/or the board deem appropriate;
2. The filing of a complaint with the Commissioner of Education alleging unprofessional conduct by a certified staff member;
3. When appropriate, the involvement of law enforcement agencies in investigating and prosecuting wrongdoing.

IV. Off-Duty Personal Use

School employees may use the internet, school computers, and other school technology while not on duty for personal use as long as such use is (1) consistent with other district policies, (2) consistent with the provisions of Title 92, Nebraska Administrative Code, Chapter 27 (Nebraska Department of Education "Rule 27"), and (3) is reported as compensation in accordance with the Internal Revenue Code of 1986,

as amended, and taxes, if any, are paid. All of the provisions of Rule 27 will apply to non-certificated staff for the purposes of this policy. In addition, employees may not use the school's internet, computers, or other technology to access obscene or pornographic material, sext, or engage in any illegal activities.

Adopted on: 1-19-2026

Revised on: _____

Reviewed on: _____

4015
Prohibition Against Employment of Board Members

Nebraska statutes prohibit board members from serving as a teacher on a regular teaching contract.

The board will allow a member of the board of education to be employed by the school district in a non-teaching capacity, including substitute teaching. Board members who are also employed by the district are strictly prohibited from discussing any issue with students, staff or parents in their capacity as an employee that may come before the board.

This policy does not prohibit the board from contracting with members of the board for services or products when the relationship is not one of employer/employee and such contracts are in compliance with the requirements of statute and board policy regarding conflicts of interest.

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Revised on: _____

Reviewed on: _____

4015
Prohibition Against Employment of Board Members

Nebraska statutes recognize the inherent conflict of interest that is created when a member of the board of education serves as a certificated employee of the district. Consequently, section 79-544 of the statutes prohibits a board member from being engaged in a contract to teach pursuant to sections 79-817 through 79-821 with the school district where he or she also serves on the board.

A conflict of interest is also created when a board member serves simultaneously as both a board member and an employee in any capacity, whether certified or non-certified. Therefore, a board member shall not be employed by the school district when serving on the board. If an employee is elected or appointed to the board, his or her employment shall be terminated upon being seated on the board. Because of the conflict that is created by a board member applying for employment while sitting on the board, a board member who wishes to apply for employment shall be required to resign from the board before applying.

This policy does not prohibit the board from contracting with members of the board for services or products when the relationship is not one of employer/employee and such contracts are in compliance with the requirements of statute and board policy regarding conflicts of interest.

Adopted on: 1-19-2026

Revised on: _____

Reviewed on: _____

4016
Jury Duty or Service as Witness in Court

An employee who has been called to serve as a juror will be granted paid leave. Employees must sign over to the district the compensation they receive for jury duty, but not compensation for expenses.

An employee who has been subpoenaed to testify as a witness in a court proceeding shall be entitled to one day of paid leave. To receive paid leave, the employee must sign over to the district his or her witness fee.

Adopted on: 1-19-2026

Revised on: _____

Reviewed on: _____

4017

Relations with Employee Collective Bargaining Associations

The board of education recognizes the right of staff members to belong to organizations for bargaining purposes pursuant to state statutes. The board will negotiate with employee associations that have been established in accordance with public employee bargaining statutes and will negotiate with local collective bargaining unit representatives at mutually agreeable times.

To facilitate an amicable relationship between the district and any local employee associations, the district will allow associations to make reasonable use of district facilities for meetings outside the school's and the employees' work hours. With administrative approval, associations may use district resources, post notices of meetings and other information on bulletin boards designated for this purpose, and use district e-mail and mail boxes for delivery of employment-related information. Associations must pay for all supplies used, damage caused, or the loss or theft of borrowed property.

Adopted on: 1-19-2026

Revised on: _____

Reviewed on: _____

4018
Corporal Punishment

Corporal punishment, defined as the infliction of bodily pain as a penalty for disapproved behavior, is prohibited. Some physical contact is inevitable, and most of it is appropriate. Therefore, physical contact, short of corporal punishment, is acceptable to promote personal interaction with students, to maintain order and control, and to protect persons and property.

Adopted on: 1-19-2026

Revised on: _____

Reviewed on: _____

4019

Workplace Injury Prevention and Safety Committee

The school district is committed to providing and maintaining a safe work environment, and to taking reasonable precautions for the safety of the students, employees, visitors, and all others having business with this school district. Every employee should show concern for the safety of fellow employees, students, and members of the public. The district shall have a safety committee as required by Nebraska law. Members of the safety committee shall be established through the collective bargaining process.

The committee shall adopt and maintain a written injury prevention program. The committee shall participate in the development of safety education, training, and the establishment of safety rules, policies and procedures pursuant to this policy, the district's written injury prevention program, or as otherwise provided by law. Training for employees shall be conducted annually.

The workplace injury prevention and safety committee shall maintain minutes of all meetings and file them in the district office. The committee shall implement accident investigation, record keeping procedures, safety rules, safety and health training, and policies. The district shall maintain records for at least three years, or longer if directed by the Department of Labor.

The committee shall meet at least once every three months or more frequently in the event of an employee complaint or of a job-related injury or death. The workplace injury prevention and safety committee shall keep written minutes of all meetings, and provide a copy to the superintendent or designee who shall maintain the minutes in the district's administrative offices for a period of at least three years, unless otherwise instructed by the Department of Labor.

The workplace injury prevention and safety committee shall develop an injury prevention plan and present it to the board. The plan should be developed and presented in the spirit of employees working together in a cooperative, non-adversarial effort to promote safety at the work sites within the district.

The superintendent or designee shall assure that the safety training for employees is reviewed annually or more frequently, if needed. He or she shall provide the following, as set forth in the initial written Employer's Injury Prevention Plan:

1. Initial safety orientation on rules, policies, and job specific procedures for new employees or employees who are assuming new and different duties within the school district, if appropriate.
2. Job specific training for employees before they perform potential hazardous work.
3. Periodic refresher training and dissemination of information on an annual basis, or more frequently if so designated by the administrator, for employees regarding the injury prevention plan of the unit and safety rules, policies, and procedures pertaining to safety within the school district.

In the event of a death in the workplace, the workplace injury prevention and safety committee shall forward to the Department of Labor within 15 working days a copy of any review of the matter made by the workplace injury prevention and safety committee.

The superintendent or designee shall establish or cause to be established record-keeping procedures to control and maintain all accident and injury records pertaining to accidents and injuries within the district or activities under the control of the district. Such records shall be kept for at least three years, or longer if so advised by the Department of Labor.

The workplace injury prevention and safety committee will confer with the district's crisis team and shall review the district's All-Hazard School Safety Plan upon its adoption by the crisis team.

Adopted on: 1-19-2026

Revised on: _____

Reviewed on: _____

4020
Ownership of Copyrighted Works

Works created by district employees in the course and scope of their employment remain the property of the district. The board may enter into a written agreement with a staff member allowing the staff member to share ownership of a copyright in the covered work. The board will only enter into such an agreement if the written work was created apart from, and in addition to, what the district requires and if the district will not incur an expense to replace the work.

The board hereby expressly grants to other educational entities located within Nebraska a non-exclusive license to use the district's copyrighted works for educational purposes within Nebraska when those works have been placed onto collaborative learning systems within the State.

Adopted on: 1-19-2026

Revised on: _____

Reviewed on: _____

4022
Certification and Endorsements

All educators must be duly certified by the Nebraska Department of Education in accordance with the Department's rules and the laws of Nebraska. They must file copies of their teaching certificates, including endorsements, with the superintendent of schools, and must promptly file any changes in certification or endorsements. Certified employees are required to maintain all their endorsements, and may not permit any endorsement to lapse or remove it from their certificates. The board or superintendent may require a certified employee to obtain a new endorsement when it is deemed necessary for the benefit of the school district and/or to comply with federal or state requirements.

Adopted on: 1-19-2026

Revised on: _____

Reviewed on: _____

4023
Professional Ethics

The Regulations and Standards for Professional Practices Criteria, commonly known as Rule 27 of the Nebraska Department of Education, are the minimum standards for all certificated staff members of the school district. All certificated employees are responsible for reading, understanding, and complying with these standards.

Adopted on: 1-19-2026

Revised on: _____

Reviewed on: _____

4024

Teachers' Rights, Responsibilities and Duties

All certificated employees shall assume the duties and responsibilities assigned by the superintendent or designee. Teachers' professional responsibilities involve considerably more than merely classroom instruction. They include, but are not limited to, study and research to keep abreast of new knowledge and instructional techniques; assessment of students' work; record-keeping; lesson planning and preparation; conferences with students, parents and administrators; in-service meetings; and supervision of pupils outside the classroom.

Teachers must be in their classrooms or assigned areas as instructed by the building principal. All duty time is necessary for educational planning, preparation, and conferences with students, parents and faculty members.

All teachers must maintain a standard of dress, personal appearance, general decorum, moral standards and behavior that reflects their professional status in the community.

Adopted on: 1-19-2026

Revised on: _____

Reviewed on: _____

4025
Superintendent

The superintendent is hired by and shall report directly to the board of education. The superintendent will be the chief administrative officer of the board of education and shall keep the board informed on important issues. The board delegates to the superintendent the general power and authority to make necessary decisions to ensure the efficient and effective operations of the school.

The superintendent is charged with timely preparing, presenting, and filing an annual school budget, subject to the approval of the board at the annual budget hearing.

All school employees shall be under the direct and/or delegated supervision of the superintendent. The board delegates to the superintendent the authority to hire and terminate the employment of all classified staff. He or she shall review all certified and non-certified employees applying for vacancies and shall make recommendations regarding these employees.

All of the grounds and buildings are supervised by the superintendent, including necessary repairs and improvements unless the board is required to approve such repairs or improvements.

The superintendents other duties shall be included in his or her job description, contract, or as otherwise assigned by the board.

Adopted on: 1-19-2026

Revised on: _____

Reviewed on: _____

4027 Part-Time Certified Employees

Percentage of Time. The percentage of time that a teacher works will be determined by calculating the amount of time that the teacher is required to be at school to teach or supervise classes, plus any assigned preparation time, as a percentage of the entire school day. Extracurricular assignments shall not be considered in determining a teacher's percentage of time. Part-time and temporary teachers may or may not be assigned preparation time, at the sole discretion of the board of education, upon the recommendation of the superintendent of schools.

Acquiring Permanent Status. A part-time teacher may become a permanent certificated employee pursuant to the provisions of state statutes.

Salary. The salary, benefits and leave entitlement of a part-time teacher shall be determined by multiplying the percentage of time the individual works by his or her placement on the full-time salary schedule contained in each academic year's negotiated agreement. The percentage of time a part-time teacher is required to be on duty shall be determined by the board of education upon the recommendation of the superintendent of schools.

Horizontal Movement on the Salary Schedule. A part-time teacher may qualify for movement horizontally on the salary schedule by earning graduate hours of college credit as set forth in the guidelines of the school district's salary schedule, and according to the applicable district policies.

Attendance at In-service Meetings, Faculty Meetings, and School Activities. A part-time teacher is responsible for attending in-service meetings, faculty meetings, and school activities that take place outside the teacher's assigned duty hours without additional compensation. A part-time teacher is responsible for performing such tasks as selling or taking tickets, and will be compensated for such tasks pursuant to the policy, practice or negotiated agreement of the school district.

Continuation of Employment. The school district administration and board will deal with the continuation of a part-time teacher's employment pursuant to state statute and the procedures prescribed for full-time employees in these policies.

Adopted on: 1-19-2026

Revised on: _____

Reviewed on: _____

4028
Substitute Teachers

A substitute teacher is an educator who possesses the required certification from the Nebraska Department of Education and is employed to fill a teaching position on a temporary basis. The board shall establish the pay and benefits for substitute teachers.

Adopted on: 1-19-2026

Revised on: _____

Reviewed on: _____

4029

Salary Schedule for Certificated Employees

The board of education recognizes the "salary schedule" and related provisions for compensation currently in effect resulting from negotiations between the board and the education association. This policy is intended to supplement the terms and conditions contained in the collective bargaining agreement. If there is any conflict between the terms of this policy and the collective bargaining agreement, the terms of the negotiated agreement shall control.

Horizontal Advancement. Teachers who wish to advance horizontally on the salary schedule must notify the superintendent in writing prior to August 1 of the preceding school year. The teacher must furnish the superintendent with college transcripts by September 1 for the teacher to qualify to move horizontally on the salary schedule. If an institution will not issue an official transcript by September 1, the teacher must provide the superintendent with written confirmation by September 1 from a college official attesting that the teacher has satisfactorily completed the courses.

Movement Past the BA Column. Teachers who wish to advance beyond the BA column must be accepted in a Masters Program that relates to their teaching field, as determined by the superintendent. Teachers must inform the superintendent of their enrollment prior to the beginning of their class to discuss its work-related objectives.

Movement Past the MA Column. Teachers who wish to advance beyond the MA column must be enrolled in course work that relates to their teaching field, as determined by the superintendent. Teachers must inform the superintendent of their enrollment prior to the beginning of their class to discuss its work-related objectives.

Superintendent's Review. The superintendent shall review all requests for advancement on the salary schedule resulting from a teacher's acquiring additional teaching experience or for completion of college courses, and shall report all changes to the board of education annually.

Vertical Advancement. A teacher may advance only one step vertically on the schedule in any year.

It shall further be the policy of the Hastings Public Schools that certificated employees may, at the time of employment with the

Hastings Public Schools, receive credit on the basic salary schedule for successful experience in other school districts whose standards are comparable to those of the Hastings Public Schools. When certificated employees are assigned extra-standard assignments, they will be placed on the District's extra-standard schedule and receive credit for successful experience outside of the District.

Whenever a certificated employee has completed ten (10) or more years of actual teaching experience in another district whose standards are comparable to those of the Hastings Public Schools, he/she will be granted ten (10) years of credit on the salary schedule. The Superintendent of Schools will have the discretion to recommend that a certificated employee be granted credit for more than ten (10) years of actual teaching experience if there is a shortage of teaching candidates or special circumstances warrant this action. Placement at a level beyond level 1 of the extra-standard schedule may also be granted by the Board upon recommendation of the Superintendent when comparable out-of-District experience is demonstrated.

Adopted on: 1-19-2026

Revised on: _____

Reviewed on: _____

Administrative Resignation/Release/Retire(s)					
Name	Assignment/Building	FTE	Effective	Replaces/Reason	
No Resignation/Release/Retire(s)					
Administrative Transfer(s)					
Name	Former Assignment/Building	New Assignment/Building	Effective	Replaces/Reason	
No Transfer(s)					
Administrative New Hire(s)					
Name	Assignment/FTE/Building	Effective	Degree/Level	College/University	Replaces/Reason
No New Hire(s)					
Certificated Resignation/Release(s)					
Name	Assignment/Building	FTE	Effective	Replaces/Reason	
Brandon Kile	Math/Senior High	1	5/22/26	Resign	
Lori Samuelson	School Psychologist/District-wide	1	5/22/26	Retire	
Hayley Stamp	Kindergarten/Hawthorne	1	5/22/26	Resign	
David Witt	English/Senior High	1	5/22/26	Retire	
Certificated Transfer(s)					
Name	Former Assignment/Building	New Assignment/Building	Effective	Replaces/Reason	
Julie Simmons	Kindergarten/Longfellow	Grade 2/Longfellow	8/8/26	Hallie Renner/Resign	
Certificated New Hire(s)					
Name	Assignment/FTE/Building	Effective	Degree/Level	College/University	Replaces/Reason
Maritza Alvarez	Grade 4/Alcott	8/8/2026	MA-4	Kansas State University	New Postion
Angela Amaya Cardona	Vocal Music/Watson	8/8/2026	BA-1	Hastings College	Tom Michalek/Retire
Carissa Sanchez	Speech Language Pathologist/District-wide	8/8/2026	MA-4	University of Nebraska - Kearney	Kelsey Stokley/Resign in 2023
Tori Schoof	Kindergarten/Hawthorne	8/8/2026	MA-4	Northwest Missouri State	Hayley Stamp/Resign
Extra Standard Resignation/Release(s)					
Name	Assignment/Building	Effective	Replaces/Reason		
Diane Biere	Yearbook/Middle School		5/22/26	Resign	
Lacey Franzen	Head 8th Grade Volleyball/Middle School		5/22/26	Resign	
Brandon Kile	Assistant Boys Wrestling/Senior High		5/22/26	Resign	
Brandon Kile	Assistant Cross Country/Senior High		5/22/26	Resign	
Extra Standard Transfer(s)					
Name	Former Assignment/Building	New Assignment/Building	Effective	Replaces/Reason	
No Transfer(s)					
Extra Standard New Hire(s)					
Name	Assignment/Building	Level	Effective	Replaces/Reason	
No New Hire(s)					
Classified Resignation/Release(s)					
Name	Assignment/Building	FTE	Effective	Replaces/Reason	
Megan Gomez	CNA/District-wide	1.0	1/7/26	Resign	
Taylor Holdsworth	Skills 3 Paraeducator/Senior High	1.0	12/19/25	Resign	
Kenneth McKenzie	SPED Paraeducator/Longfellow	1.0	1/23/26	Resign	
Crystal Peterson	Head Day Custodian/Alcott	1.0	1/8/26	Resign	
Jackie Robles	SEBL Paraeducator/Senior High	1.0	1/9/26	Resign	
Damon Sanders	Night Custodian/Middle School	1.0	1/15/26	Resign	
Lidia Tucker	Skills 3 Paraeducator/Hawthorne	1.0	12/17/26	Resign	
Classified Transfer(s)					
Name	Former Assignment/Building	New Assignment/Building	FTE	Effective	Replaces/Reason
Sheila Clark	SPED Paraeducator/Watson	Title Paraeducator/Watson	1	1/8/26	Lori Christy/Transfer
Classified New Hire(s)					
Name	Assignment/Building	FTE	Effective	Replaces/Reason	
Associated Staffing	Night Custodian/Senior High	1	1/12/26	Nick Cousens/Resign	
Associated Staffing	Skills 3 Paraeducator/Hawthorne	1	TBD	Lidia Tucker/Resign	
Xyeria Hayes	SPED Paraeducator/Middle School	1	1/15/26	Lorraine Atwater/Resign	
Nick Jensen	Night Custodian/Senior High	1	TBD	Shawn Cole/Resign	
Elena Perry	SPED Paraeducator/Watson	1.0	TBD	Sheila Clark/Transfer	
Elizabeth Rascon	EL Paraeducator/Middle School	1	1/15/26	Elizabeth Rascon/Resign	
Nadia Trausch	Title Paraeducator/Lincoln	1.0	TBD	Nadia Trausch/Resign	

CERTIFICATED OPEN POSITIONS		
NAME	POSITION	RESIGNATION/TERM DATE
HOPE MCMURTRY	HHS - SPED Resource	05-22-2026
DAVID WITT	HHS - English	05-22-2026
BRANDON KILE	HHS - Math	05-22-2026
KARLEEN SCHARF-REED	Grade 1 - Lincoln Elementary	5-22-2026
JULIE SIMMONS TXFR	Longfellow - Kindergarten	05-22-2025
RICK MATTICKS	Elementary Band	5-22-2026
PAM TILLMAN	School Psychologist	05-22-2025
0.5 FTE RHONDA MCBRIDE	School Psychologist	05-22-2025
EMILY HASS	Speech Language Pathologist	05-19-2023
JAMIE LEPANT	Speech Language Pathologist	05-19-2023
CLASSIFIED OPEN POSITIONS		
NAME	POSITION	RESIGNATION/TERM DATE
TAYLER HOLDSWORTH	HHS - Skills 3 Paraeducator	12-19-2025
SARAH AVALOS	AL - Skills 3 Paraeducator	12-7-2025
JACKIE ROBLES	AL - SEBL Paraeducator	1-9-2026
ALYSSA TIMMERMAN	AL - School Nurse	5-22-2025
CRYSTAL PETERSON	AL - Head Day Custodian	1-8-2026
JULIE DIDIER	LI - School Nurse	9-8-2025
SARAH CHEI	LI - Title Paraeducator	12-19-2025
	DIST - PART TIME BUS DRIVER (NEW)	
LORI HARTWIG	DIST - 9 Month Bus Driver	10-6-2025
CHANCE KRATZER	District Bus Monitor	5-22-2025
JAMIE HAVERKAMP	DIST - Inventory Supply ClerkCustodian	11-24-2025
DAMON SANDERS	MS - Night Custodian	1-15-2026
EXTRA-STANDARD OPEN POSITIONS		
NAME	POSITION	RESIGNATION/TERM DATE
MEAGAN BLODGET	HHS - Assistant Swimming & Diving	09-29-2022
BRANDON KILE	HHS - Assistant Boys Wrestling	05-22-2026
BRANDON KILE	HHS - Assistant Cross Country	05-22-2026
LACEY FRANZEN	HMS - Head 8th Grade Volleyball	05-22-2026
AARON OSWALD	HMS - Assistant Track	05-22-2025
ANTHONY FAGIOLO	Vocal Music Learning Team Liaison	05-22-2025
HPS HAS 77 ACTIVE SUBSTITUTES AS OF 1/16/25		

Gifts – January 2026

Amount

- | | |
|--------------------------------------------------------------------------------------------------------------------------------------------|-----------|
| 1. Thank you to The Cottages for donating winter coats, shoes, hats, socks, underwear, and sweatshirts for students at Lincoln Elementary. | \$ 500.00 |
| 2. Thank you to First Congregational Church for donating warm clothing, socks, underwear, and hats for students at Longfellow Elementary. | \$ 250.00 |
| 3. Thank you to Pat Hajny for donating \$50.00 to help with lunch balances for Lincoln Elementary students. | \$ 50.00 |
| 4. Thank you to Oakeson Steiner & Natalie South for donating 3 bags of unisex pants for students at Lincoln Elementary | \$ 150.00 |

Total gifts:
\$ 950.00