



**HASTINGS
PUBLIC SCHOOLS**

Assuring the essential.
Expanding the possible.

Regular Board Meeting

Monday, March 16, 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 5000 Series Policies - Dr. Christopher Prososki -

9.2. Policy 4041: Staff Dress and Appearance -

9.3. Approve Student Travel Requests - Kristen Slechta -

9.4. Approve Custodial Supply bid - Lawrence Tunks -

9.5. Approve Internet bids - Lawrence Tunks -

9.6. Approve COPS grant Video Board purchase - Lawrence Tunks -

9.7. CONSENT AGENDA - Dr. Thomas Szlanda -

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

11. DATES OF FUTURE BOARD MEETINGS - Becky Sullivan -

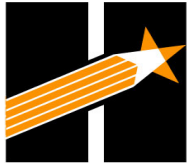
12. MEDIA SPOKESPERSON - Becky Sullivan -

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**
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Expanding the possible.

**Hastings Public Schools
Regular Board Meeting Minutes**

February 16, 2026 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, February 10, 2026

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

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; Shelly Julian, Business Manager; Tanya Evans, Director of Special Education; Kristen Slechta, Director of Learning; John Hauser, Director of Learning and Support; Terry Julian, Technology Facilitator; Chris Schukei, Director of HPS Foundation; Jenni Engel, Watson Elementary Principal; Adam Boettcher, Middle School Assistant Principal; Sara Horstmann, Assistant Director of Special Education; Kara Adams, Morton Paraeducator; Shannon Waite, Learning Loss Intervention; Ben Welsch, HEA President; Will Vraspir, Hastings Tribune; and members of the public.

Motion to excuse board members Stacie Widhelm, Tamisha Rose-Osgood, and Erick Espinoza from the meeting. Motion made by Jim Boeve, Seconded by Jodi Graves. Motion passed

Jim Boeve:	Yea
Sharon Brooks:	Yea
Jodi Graves:	Yea
Andrew McCarty:	Yea
Christopher Shade:	Yea
Becky Sullivan:	Yea

Yea: 6, Nay: 0

3. Pledge Allegiance to the Flag

4. ANNOUNCEMENT - Becky Sullivan

President Sullivan reminded those in attendance of the Open Meetings Act

5. RECURRENT - Becky Sullivan

5.1. Minutes of Previous Meeting(s)

Motion to approve minutes as presented. Motion made by Jodi Graves, Seconded by Jim Boeve. Motion passed

Jim Boeve: Yea

Sharon Brooks: Yea

Jodi Graves: Yea

Andrew McCarty: Yea

Christopher Shade: Yea

Becky Sullivan: Yea

Yea: 6, Nay: 0

5.2. Payment of Expenditures

Motion to approve the payment of expenditures in the amount of \$4,420,095.47. Motion made by Sharon Brooks, Seconded by Andrew McCarty. Motion passed

Jim Boeve: Yea

Sharon Brooks: Yea

Jodi Graves: Yea

Andrew McCarty: Yea

Christopher Shade: Yea

Becky Sullivan: Yea

Yea: 6, Nay: 0

Motion to approve the payment of January Activity Fund expenditures in the amount of \$76,137.34. Motion made by Sharon Brooks, Seconded by Andrew McCarty. Motion passed

Jim Boeve: Yea

Sharon Brooks: Yea

Jodi Graves: Yea

Andrew McCarty: Yea

Christopher Shade: Yea

Becky Sullivan: Yea

Yea: 6, Nay: 0

6. RECEIVE CORRESPONDENCE - Becky Sullivan

There was no correspondence to receive.

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

Superintendent Prosocki shared Good News with Board Members. Dr. Prosocki introduced Jennifer Engel, Watson Elementary Principal, to present the Spotlight on Learning. Mrs. Engel shared a presentation celebrating Watson Paraeducators: our team champions behind the scenes. Board members held a discussion about the presentation.

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

Ben Welsch, HEA President, addressed board members.

9. SPECIAL BOARD FUNCTIONS - Becky Sullivan

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

Superintendent Prosocki reviewed the second half of the 4000 Series policies. Dr. Prosocki reminded Board members that Policy 4032: Professional growth and Policy 4041: Staff Dress and Appearance were tabled for further review. Superintendent Prosocki recommended approval of the revised set of half the 4000 series policies, excluding Policy 4032 and 4041, as presented. Board members held a discussion about the 4000 series policies.

Motion to Motion to approve a resolution to adopt a more current and revised second half set of the 4000 series policies, with Policy 4040 retro effective to January 1, 2026. Motion made by Jodi Graves, Seconded by Andrew McCarty. Motion passed

Jim Boeve: Yea
Sharon Brooks: Yea
Jodi Graves: Yea
Andrew McCarty: Yea
Christopher Shade: Yea
Becky Sullivan: Yea

Yea: 6, Nay: 0

9.2. Policy 4029: Salary Schedule for Certificated Employees

Superintendent Prosocki reviewed a change to proposed policy 4029: Salary Schedule for Certificated Employees, tabled from last month's meeting. With this updated policy, newly hired certified staff members will receive credit for all prior years of experience when placement is made on the certified salary schedule. Previously, there was a limit of 10 years of experience credited for new hires. Dr. Prosocki recommended approval of Policy 4029, as presented.

Motion to Motion to approve Policy 4029: Salary Schedule for Certificated Employees. Motion made by Sharon Brooks, Seconded by Jodi Graves. Motion passed

Jim Boeve: Yea
Sharon Brooks: Yea
Jodi Graves: Yea
Andrew McCarty: Yea
Christopher Shade: Yea
Becky Sullivan: Yea

Yea: 6, Nay: 0

9.3. 2026-27 Negotiated Agreement - Dr. Christopher Prosocki

Superintendent Prosocki and Vice President Graves spoke about the 2026-2027 Certificated Salary Schedule. The 2026-27 schedule is reflective of a 3.5% increase as part of the two-year agreement approved in 2025. The base salary for 2026-2027 will be \$40,600.00.

Motion to approve 2026-27 certificated salary schedule as presented. Motion made by Jodi Graves, Seconded by Jim Boeve. Motion passed

Jim Boeve: Yea
Sharon Brooks: Yea
Jodi Graves: Yea
Andrew McCarty: Yea
Christopher Shade: Yea
Becky Sullivan: Yea

Yea: 6, Nay: 0

9.4. Approve Substitute Teacher pay rate for 2026-27 - Dr. Tom Szlanda

Dr. Tom Szlanda recommended the substitute teacher pay be increased from \$170.00 to \$175.00 per day for the 2026-27 school year. Board members held a discussion about the substitute pay rate.

Motion to approve 2026-27 substitute pay rate of \$175 per day. Motion made by Jim Boeve, Seconded by Andrew McCarty. Motion passed

Jim Boeve: Yea
Sharon Brooks: Yea
Jodi Graves: Yea
Andrew McCarty: Yea
Christopher Shade: Yea
Becky Sullivan: Yea

Yea: 6, Nay: 0

9.5. Approve Classified Staff increases and Appendix A for 2026-2027 - Dr. Tom Szlanda

Dr. Tom Szlanda reviewed the proposed classified staffing salary information. He recommended approval of a classified staff increase of 3.5% or \$1.00/hr, whichever is greater.

Dr. Szlanda also shared the proposed Appendix A for 2026-2027 to be effective August 8, 2026. He noted that starting salary ranges are reflective of a \$0.50/hr increase. He recommended approval of Appendix A as presented. Board members held a discussion about classified salaries.

Motion to approve 2026-27 classified staff increases and Appendix A salary schedule as presented. Motion made by Christopher Shade, Seconded by Sharon Brooks. Motion passed

Jim Boeve: Yea
Sharon Brooks: Yea
Jodi Graves: Yea
Andrew McCarty: Yea
Christopher Shade: Yea
Becky Sullivan: Yea

Yea: 6, Nay: 0

9.6. Approve Administrative Staff increase for 2026-2027 - Dr. Christopher Prosocki

Superintendent Prosocki recommended approval of the Administrative Salary schedule, which is reflective of a 3.5% increase for all administrative staff members. This falls in line with the negotiated increase for certificated staff. Dr. Prosocki recommended the 2026-27 Administrative Salary schedule as presented. Board members held a discussion about the administrative salary schedule.

Motion to approve 2026-27 administrative staff increase and salary schedule as presented. Motion made by Jodi Graves, Seconded by Jim Boeve. Motion passed

Jim Boeve: Yea
Sharon Brooks: Yea
Jodi Graves: Yea
Andrew McCarty: Yea
Christopher Shade: Yea
Becky Sullivan: Yea

Yea: 6, Nay: 0

9.7. Approve revised 215- and 225-day Principal Contracts — Dr. Christopher Prosocki

Superintendent Prosocki reviewed the proposed revised contracts for 215- and 225-day Principal contracts. This change affords personal days for 215- and 225-day administrators on the same terms and conditions as Certificated Teaching staff members. Dr. Prosocki recommended the principal's contract language as presented.

Motion to approve revised 215- and 225-day Principal contracts as presented. Motion made by Jodi Graves, Seconded by Sharon Brooks. Motion passed

Jim Boeve: Yea
Sharon Brooks: Yea
Jodi Graves: Yea
Andrew McCarty: Yea
Christopher Shade: Yea
Becky Sullivan: Yea

Yea: 6, Nay: 0

9.8. Approve Superintendent's Salary - Becky Sullivan, Jodi Graves, and Jim Boeve

Board members reviewed the 2026-27 proposed Superintendent's salary. The proposed salary represents 3.5% overall package increase, following the certificated, administrative, and classified salary recommended increases. Jodi Graves noted the Board and negotiation team are aware of HPS Superintendent's pay in the array and will need to be monitored for future.

Motion to approve 2026-27 Superintendent's salary and contract as presented. Motion made by Jim Boeve, Seconded by Jodi Graves. Motion passed

Jim Boeve: Yea
Sharon Brooks: Yea
Jodi Graves: Yea
Andrew McCarty: Yea
Christopher Shade: Yea
Becky Sullivan: Yea

Yea: 6, Nay: 0

9.9. Approve revised 2026-27 District and Preschool Calendars — Kristen Slechta

Director Slechta reviewed a minor change to the 2026-27 district calendars. The change swaps April 30, 2027 and April 16, 2027 as a professional development day. Mrs. Slechta recommended approval of the revised district and preschool calendars as presented.

Motion to approve revised 2026-27 District and Preschool Calendar, as presented. Motion made by Sharon Brooks, Seconded by Christopher Shade. Motion passed

Jim Boeve: Yea
Sharon Brooks: Yea
Jodi Graves: Yea
Andrew McCarty: Yea
Christopher Shade: Yea
Becky Sullivan: Yea

Yea: 6, Nay: 0

9.10. Approve purchase of Musical Instruments — Dr. Christopher Prosocki

Superintendent Prosocki reviewed bids for the purchase of musical instruments as part of the "Play it Forward" fundraising campaign approved in October. HPS Foundation Director Schukei

noted that \$143,000 of the \$250,000 goal has already been raised. The HPS Foundation board has already approved their half of the instrument purchase. Dr. Prosocki recommended approval of the bids to purchase musical instruments as presented. Board members held a discussion about the instrument purchase.

Motion to approve purchase of string instruments from Dietze Music in the amount of \$46,073.00 and wind instrument from West Music in the amount of \$47,843.81. Motion made by Christopher Shade, Seconded by Sharon Brooks. Motion passed

Jim Boeve: Yea

Sharon Brooks: Yea

Jodi Graves: Yea

Andrew McCarty: Yea

Christopher Shade: Yea

Becky Sullivan: Yea

Yea: 6, Nay: 0

9.11. Approve purchase of upgraded Business Classroom computer workstations — Kristen Slechta

Director Slechta reviewed the bid to purchase upgraded computer workstations for the High School business classroom. This is a planned purchase paid via Perkins grant funds. Mrs. Slechta recommended approval of the purchase as presented. Board members held a discussion about the workstation purchase.

Motion to approve purchase of computer workstations from Computer Hardware, in the amount of \$30,675.00, as presented. Motion made by Jodi Graves, Seconded by Sharon Brooks.

Motion passed

Jim Boeve: Yea

Sharon Brooks: Yea

Jodi Graves: Yea

Andrew McCarty: Yea

Christopher Shade: Yea

Becky Sullivan: Yea

Yea: 6, Nay: 0

9.12. Approve addition of Middle School Intro to Computer Science course — Kristen Slechta

Director Slechta reviewed a proposal for the addition of a Middle School Intro to Computer Science course. The course would meet the High School graduation requirement. Mrs. Slechta recommended the addition of an Intro to Computer Science course at Middle School. Board members held a discussion about the proposed course.

Motion to approve addition of Middle School Introduction to Computer Science course. Motion made by Sharon Brooks, Seconded by Andrew McCarty. Motion passed

Jim Boeve: Yea

Sharon Brooks: Yea

Jodi Graves: Yea

Andrew McCarty: Yea

Christopher Shade: Yea

Becky Sullivan: Yea

Yea: 6, Nay: 0

9.13. Approve student foreign travel request — Kristen Slechta

Director Slechta reviewed a proposal for 2027 student foreign travel to Costa Rica. Trip sponsor Jean Davis spoke about the travel request. Mrs. Slechta recommended approval of the 2027 trip proposal for student travel as presented.

Motion to approve 2027 student foreign travel request to Costa Rica, as presented. Motion made by Christopher Shade, Seconded by Jim Boeve. Motion passed

Jim Boeve: Yea
Sharon Brooks: Yea
Jodi Graves: Yea
Andrew McCarty: Yea
Christopher Shade: Yea
Becky Sullivan: Yea

Yea: 6, Nay: 0

9.14. Approve Paper Bid - Dr. Thomas Szlanda

Dr. Tom Szlanda reviewed the paper bids. Dr. Szlanda recommended approval of the low bid from Nebraska ESUCC Online Marketplace in the amount of \$30,383.04.

Motion to approve paper bid from ESUCC in an amount not to exceed \$30,383.04, as presented. Motion made by Jodi Graves, Seconded by Andrew McCarty. Motion passed

Jim Boeve: Yea
Sharon Brooks: Yea
Jodi Graves: Yea
Andrew McCarty: Yea
Christopher Shade: Yea
Becky Sullivan: Yea

Yea: 6, Nay: 0

9.15. Approve disposal of sewing machines - Lawrence Tunks

Director Tunks noted there are 13 old, non-working sewing machines at the Middle School. Mr. Tunks recommended approval to dispose of Middle School sewing machines per Policy 3019. Board members held a discussion about the sewing machine disposal.

Motion to approve disposal of 13 HMS sewing machines. Motion made by Jodi Graves, Seconded by Andrew McCarty. Motion passed

Jim Boeve: Yea
Sharon Brooks: Yea
Jodi Graves: Yea
Andrew McCarty: Yea
Christopher Shade: Yea
Becky Sullivan: Yea

Yea: 6, Nay: 0

9.16. CONSENT AGENDA - Dr. Thomas Szlanda

Director Szlanda informed Board members of 14 certificated, 9 classified, and 11 extra-standard positions that are currently unfilled throughout the District. Dr. Szlanda will recommend approval of the personnel agenda as presented. Board member Boeve thanked donors for their generous gifts to pay off lunch balances.

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

Jim Boeve: Yea

Sharon Brooks: Yea

Jodi Graves: Yea

Andrew McCarty: Yea

Christopher Shade: Yea

Becky Sullivan: Yea

Yea: 6, Nay: 0

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

There were no public comments.

11. DATES OF FUTURE BOARD MEETINGS - Becky Sullivan

President Sullivan reminded Board members of upcoming Board meetings for next month.

Work Session - Thursday, March 12, 2026 at 6:00 p.m. - Board Room at HPS District Offices

Regular Board Meeting - Monday, March 16, 2026 at 6:00 p.m. - Board Room at HPS District Offices

12. MEDIA SPOKESPERSON - Becky Sullivan

President Sullivan announced Sharon Brooks will serve as the media spokesperson for this month.

13. ADJOURNMENT - Becky Sullivan

Meeting adjourned at 6:58 p.m.

Motion to adjourn meeting. Motion made by Andrew McCarty, Seconded by Sharon Brooks. Motion passed

Jim Boeve: Yea

Sharon Brooks: Yea

Jodi Graves: Yea

Andrew McCarty: Yea

Christopher Shade: Yea

Becky Sullivan: Yea

Yea: 6, Nay: 0

Denise Behrends, Board Recording Secretary



**Hastings Public Schools
Work Session Minutes**

February 12, 2026 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, February 6, 2026

Jim Boeve:	Absent
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. Roll Call

President Sullivan called the meeting to order.

Others in attendance: Dr. Christopher Prososki, 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; Tanya Evans, Director of Special Education; Kristen Slechta, Director of Learning; John Hauser, Director of Learning and Support; Chris Schukei, Director of HPS Foundation; Adam Boettcher, Middle School Assistant Principal; Jade Bartunek, HEA Vice President; Bethany Hawes, HEA Representative; Paige Lehrling, HEA Representative; Hilary Caldwell, Middle School Teacher; Mark Gueswell, High School Teacher; Jean Davis; High School Foreign Travel Sponsor; Deb Miles, Middle School Teacher; Will Vraspir, Hastings Tribune; Andy Jones, Hastings Public Access TV; members of the public.

Motion to excuse board member Jim Boeve from the meeting. Motion made by Jodi Graves, Seconded by Sharon Brooks. Motion passed

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

Yea: 8, Nay: 0

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. Review Board Norms/Goal - Becky Sullivan

There were no Board member comments.

5. Board Report - Becky Sullivan

Board member Sharon Brooks shared comments about her Middle School visit and the show choir performance at the GINW competition. Board members Jodi Graves and Stacie Widhelm spoke about the Tiger Clash show choir event. President Sullivan reminded board members to sign up for PLC and/or Building visits.

6. SUPERINTENDENT'S REPORT - Dr. Christopher Prososki

Superintendent Prososki reviewed his report with Board members.

Dr. Prososki reviewed 2025-26 payment of State Apportionment, noting HPS received \$850,066.28.

Superintendent Prososki reminded American Civics committee about the second required meeting. Committee members will coordinate with Kristen Slechta to determine the meeting time in March.

Dr. Prososki provided a copy of the NCSA legislative bill summaries and a brief legislative summary from recent GNSA and STANCE meetings.

Superintendent Prososki reviewed preliminary State Aid certification and preliminary budget authority for 2026-27.

Dr. Prososki reviewed the proposed classified staff leave provisions.

Board members held a discussion about the Superintendent's report.

7. Policy Review: Second Half of the 4000 Series Policies

Superintendent Prososki led Board members through a review of the second half of 4000 Series policies. Board members held a discussion about the 4000 series policies to be adopted at the regular Board meeting.

8. Table Policy 4032: Professional Growth & Policy 4041: Staff Dress and Appearance

Superintendent Prososki and Director Slechta discussed Policy 4032: Professional Growth and Policy 4041: Staff Dress and Appearance. Both policies are being tabled for further discussion. No action will be taken this month. Board members held a discussion about the policies.

9. Policy 4029: Salary Schedule for Certificated Employees

Superintendent Prososki reviewed a change to proposed policy 4029: Salary Schedule for Certificated Employees. If approved, newly hired certified staff members will receive credit for all prior years of experience when placement is made on the certified salary schedule. Previously, there was a limit of 10 years of experience credited for new hires. Board members held a discussion about the proposed policy.

10. 2026-27 Negotiated Agreement - Dr. Christopher Prososki

Superintendent Prososki and Vice President Graves spoke about the 2026-2027 Certificated Salary Schedule. The 2026-27 schedule is reflective of a 3.5% increase as part of the two-year

agreement approved in 2025. The base salary for 2026-2027 will be \$40,600.00. Board members held a discussion about the salary schedule.

11. Approve Substitute Teacher pay rate for 2026-27 - Dr. Tom Szlanda

Dr. Tom Szlanda will recommend the substitute teacher pay be increased from \$170.00 to \$175.00 per day for the 2026-27 school year. Board members held a discussion about the substitute pay rate.

12. Approve Classified Staff increases and Appendix A for 2026-2027 - Dr. Tom Szlanda

Director Szlanda reviewed the proposed classified staffing salary information. He will recommend approval of a classified staff increase of 3.5% or \$1.00/hr, whichever is greater.

Dr. Szlanda also shared proposed Appendix A for 2026-2027 to be effective August 8, 2026. He noted that starting salary ranges are reflective of a \$0.50/hr increase. He will recommend approval of Appendix A as presented. Board members held a discussion about classified salaries.

13. Approve Administrative Staff increase for 2026-2027 - Dr. Christopher Prosocki

Superintendent Prosocki will recommend approval of the Administrative Salary schedule, which is reflective of a 3.5% increase for all administrative staff members. This falls in line with the negotiated increase for certificated staff. Dr. Prosocki will recommend the 2026-27 Administrative Salary schedule as presented. Board members held a discussion about the administrative salary schedule.

14. Approve revised 215- and 225-day Principal Contracts — Dr. Christopher Prosocki

Superintendent Prosocki reviewed the proposed revised contracts for 215- and 225-day Principal contracts. This change affords personal days for 215- and 225-day administrators on the same terms and conditions as Certificated Teaching staff members. Dr. Prosocki will recommend the Principal's contract language as presented.

15. Approve Superintendent's Salary - Becky Sullivan, Jodi Graves, and Jim Boeve

Board members reviewed the 2026-27 proposed Superintendent's salary. The proposed salary represents 3.5% overall package increase, following the certificated, administrative, and classified salary recommended increases.

16. Discuss proposal for HMS Activity Director extra standard salary addition - Dr. Christopher Prosocki

Superintendent Prosocki reviewed a proposal to add extra standard compensation for Middle School activity director duties. Board members held discussion about the proposed extra standard position.

17. Approve revised 2026-27 District and Preschool Calendars — Kristen Slechta

Director Slechta reviewed a minor change to the 2026-27 district calendars. The change swaps April 30, 2027 and April 16, 2027 as a professional development day. Mrs. Slechta will recommend approval of the revised district and preschool calendars as presented. Board members held a discussion about the calendar change.

18. Approve purchase of Musical Instruments — Dr. Christopher Prosocki

Superintendent Prosocki reviewed bids for the purchase of musical instruments as part of the "Play it Forward" fundraising campaign approved in October. HPS Foundation Director Schukei noted that \$143,000 of the \$250,000 goal has already been raised. The HPS Foundation board has already approved their half of the instrument purchase. Dr. Prosocki will recommend approval of the bids to purchase musical instruments as presented. Board members held a discussion about the instrument purchase.

19. Approve purchase of upgraded Business Classroom computer workstations — Kristen Slechta

Director Slechta reviewed the bid to purchase upgraded computer workstations for the High School business classroom. This is a planned purchase paid via Perkins grant funds. Mrs. Slechta will recommend approval of the purchase as presented.

20. Approve addition of Middle School Intro to Computer Science course — Kristen Slechta

Director Slechta reviewed a proposal for the addition of a Middle School Intro to Computer Science course. The course would meet the High School graduation requirement. HMS Keyboarding Teacher Hilary Caldwell and HHS Business Teacher Mark Gueswell shared a presentation on the benefits of adding the course to Middle School. Mrs. Slechta will recommend the addition of an Intro to Computer Science course at Middle School. Board members held a discussion about the proposed course.

21. Approve student foreign travel request — Kristen Slechta

Director Slechta reviewed a proposal for 2027 student foreign travel to Costa Rica. Trip sponsor Jean Davis spoke about the travel request. Mrs. Slechta will recommend approval of the 2027 trip proposal for student travel as presented. Board members held a discussion about the foreign travel request.

22. Approve Paper Bid - Dr. Thomas Szlanda

Dr. Tom Szlanda reviewed the paper bids. Dr. Szlanda will recommend approval of the low bid from Nebraska ESUCC Online Marketplace in the amount of \$30,383.04. Board members held a discussion about the paper bid.

23. *Consent Agenda - Dr. Thomas Szlanda

Director Szlanda informed Board members of 13 certificated, 9 classified, and 11 extra-standard positions that are currently unfilled throughout the District. Dr. Szlanda will recommend approval of the personnel agenda as presented.

24. OPPORTUNITY FOR PUBLIC TO BE HEARD - Becky Sullivan

There were no public comments.

25. Reminders - Becky Sullivan

President Sullivan reminded Board members of the regular meeting on Monday, February 16, 2026 at 6:00 p.m.

26. Adjournment - Becky Sullivan

Meeting adjourned at 7:24 p.m.

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

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

Yea: 8, Nay: 0

Denise Behrends, Board Recording Secretary

GOOD NEWS
Board of Education Meeting – March 2026

Hastings Senior High had 8 students compete at the **National History Day** district contest held at SCC-Lincoln. All 8 qualified for the state contest to be held in April at Nebraska Wesleyan.

State qualifiers:

- McKenna Wheeler-
1st place senior individual exhibit
Award for best project in women's history

- Khris Matul-Rosales-
1st place senior performance

- Briseidy Diaz & Miguel Lagunas-
1st place senior group exhibit

- Adylynn Krueger & Sage Woods-
2nd place senior group exhibit

- Henry Black & Michael Gonzalez Martinez-
1st place senior documentary

5000 Series I N D E X

5001	Compulsory Attendance and Excessive Absenteeism
5002	Admission of Students
5002.1	Admission of Out-of-State Students
5002.2	[Intentionally Left Blank]
5003	Admission of Part-Time Students
5004	Option Enrollment
5005	Transportation
5006	Foreign Exchange Students
5007	Enrollment of Expelled Students
5008	Pregnant or Parenting Students
5009	Adult Education
5010	Immunizations
5011	Physical and Visual Examination of Students
5012	Testing and Assessment Program
5013	[Intentionally Left Blank]
5014	Homeless Students
5015	Protection of Pupil Rights
5016	Student Records
5017	Routine Directory Information

- 5018 Parental Involvement in Educational Practices
- 5019 Communicating with Parents
- 5020 Rights of Custodial and Non-Custodial Parents
- 5021 [Intentionally Left Blank]
- 5022 Investigations, Arrests, and Other Student Contact by Law Enforcement and Health and Human Services
- 5023 Student Illness
- 5024 Medication of Students
- 5025 Student Insurance
- 5026 [Intentionally Left Blank]
- 5027 [Intentionally Left Blank]
- 5028 Initiations and Hazing
- 5029 [Intentionally Left Blank]
- 5030 Dating Violence
- 5031 Student Appearance
- 5032 Closed Campus
- 5033 Student Driving and Parking
- 5034 [Intentionally Left Blank]
- 5035 Student Discipline
- 5036 Lockers
- 5037 Student Internet and Computer Access
- 5038 [Intentionally Left Blank]
- 5039 Fundraising Activities
- 5040 Work Permits
- 5041 Student Government

- 5042 Bulletin Boards
- 5043 School-Sponsored Publications
- 5044 Safe Pupil Transportation Plan
- 5045 Student Fees
- 5046 Secret Organizations
- 5047 [Intentionally Left Blank]
- 5048 Emergency Response to Life Threatening Asthma or Systemic Allergic Reactions (Anaphylaxis)
- 5049 [Intentionally Left Blank]
- 5050 Reporting Related to Exempt (Home) Schools
- 5051 [Intentionally Left Bank]
- 5052 School Wellness
- 5053 Self-Management of Diabetes or Asthma/Anaphylaxis
- 5054 Student Bullying
- 5055 Enrollment in Kindergarten
- 5056 Free Expression by Students
- 5057 District Title I Parent and Family Engagement Policy
- 5058 [Intentionally Left Blank]
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- 5060 [Intentionally Left Blank]
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5001 Compulsory Attendance and Excessive Absenteeism

"School success is 90 percent showing up; the other half is mental." Yogi Berra

Research on policies and practices that effectively encourage regular student attendance share some key components:

1. Education of parents regarding school attendance requirements.
2. Effective policies and practices to monitor attendance.
3. Clear definition of excessive absenteeism and a two-stage response to excessive absences.

The board has considered this educational research and used it to create the following policy on Compulsory Attendance and Excessive Absenteeism.

Required Attendance

Every person residing in the school district who has legal or actual charge or control of any child who is of mandatory attendance age shall cause that child to attend a public or private school regularly unless the child has graduated from high school or has been allowed to disenroll pursuant to this policy.

Mandatory Attendance Age

All children who are or will turn six years old before January 1 of the current school year are of mandatory attendance age. Children who have not turned eighteen years of age are of mandatory attendance age.

A child who will not reach age 7 before January 1 of the current school year may be excused from mandatory attendance if the child's parent or guardian completes an affidavit affirming that alternative educational arrangements have been made for the child. A copy of the required affidavit is attached to this policy.

Discontinuing Enrollment – 5 Year Old Students

The person seeking to discontinue the enrollment of a student who will not reach six years of age prior to January 1 of the current school year shall submit a signed, written request and to the superintendent using the form which is attached to this policy. The school district may request written verification or documentation that the person signing the form has legal or actual charge or control of the student. The school district shall discontinue the enrollment of any student who satisfies these requirements. Any student whose enrollment is discontinued under this subsection shall not be eligible to reenroll in this

school district until the beginning of the following school year unless otherwise required by law.

Discontinuing Enrollment – 16 and 17 Year Old Students

Only children who are at least 16 years of age may be disenrolled from the district. The person seeking to discontinue the child's enrollment shall submit a signed, written request and submit it to the superintendent using the form which is attached to this policy. The district will follow the procedures outlined on the attached form in considering requests to disenroll.

Only children disenrolling to attend an exempt school may be exempt from this policy. The person with legal or actual charge or control of the child must provide the superintendent with a copy of the signed request submitted to the State Department of Education for attending exempt schools. The superintendent may confirm the validity of the submission with the State Department of Education.

Attendance Officer

Each building principal is designated as an attendance officer for the district. Each building principal, at his or her discretion, may delegate these responsibilities to any other qualified individual. The attendance officer is responsible for enforcing the provisions of state law relating to compulsory attendance. This responsibility includes but is not limited to filing a report with the county attorney of the county in which a student resides. Compensation for the duties of attendance officer is included in the salary for the superintendent or designee.

Expectations for Regular Attendance:

1. Students are expected to attend every class, every day.
2. The only "excused" absences shall be:
 - a.) absences when a licensed health care provider has confirmed in writing that, in his/her professional medical opinion and within his/her scope of practice, the student or a child whom the student is parenting is so physically or mentally ill that attendance of the student is impracticable or impossible;
 - b.) absences when the Nebraska State Patrol confirms in writing that weather conditions have made the roads impassable so that the student's attendance impracticable or impossible;
 - c.) student attendance at a school-sponsored activity;
 - d.) student has been suspended or expelled from school by the school district; and

- e.) absences required by law enforcement, child protective services or a court of competent jurisdiction, confirmed in writing to the school district.
3. All other absences, including absences for minor physical or mental illnesses, family events, routine medical appointments are simply "absences."
 4. Upon return from every absence or partial-day absence, students must remain after school for 30 minutes to meet with teachers, work on missed assignments or simply to study. The location and supervision of the student will be determined by the building principal in consultation with the student's classroom teacher(s).
 5. Students must not be absent from any course more than seven days in any given quarter in order to earn academic credit for that course for that quarter. Students who lose credit in any given course due to absences may appeal that loss of credit to his/her building principal.

Attendance Incentives:

Building principals will establish attendance incentives for their students. Those may include:

- Special Recognition of students who have 95% or greater attendance each quarter
- Excusal from certain classroom assignments (final exam, written report) for students with 95% or greater attendance each semester
- Special rewards (movie day, field day, extra recess) for students who have 95% or greater attendance

At the conclusion of each quarter building principals report to the board what incentives were implemented and the effectiveness of the incentive in improving student attendance and engagement.

When students are absent from school, district staff will respond as follows:

First Stage Response to Absences

1. A member of district staff will contact parent via telephone for every absence if the parent has not contacted the school in advance.
2. After a student's third absence in any given quarter, the school's attendance officer will schedule a meeting with the student's parents or guardians. That meeting will be documented on the attached form.
 - a. This meeting must be attended by attendance officer, parents, social worker or principal, and the student (if appropriate)
 - b. The meeting shall be documented

- c. The meeting shall develop a collaborative plan to assist the student in improving his/her attendance
- 3. Building principals must meet with teachers who have 10% of their students miss seven or more days of class in any given quarter to review strategies to increase student engagement. A consistent pattern of student absences from a teacher's classes may result in a formal remediation plan.
- 4. The superintendent must meet with the building principal if more than 10% of students miss seven or more days of class in any quarter to review strategies to improve the school building's climate. A consistent pattern of building-wide absenteeism may result in a formal remediation plan.

Second Stage Response to Absences

Students who accrue more than 20 absences in a school year may be referred to the county attorney for action under NEB. REV. STAT. § 43-247(3)(a) and (b).

Making Up Absences (Optional – Remove or revise based on your District’s practices.)

When a student receives [X] unexcused absences or the hourly equivalent in any semester, the student shall be required to make-up those absences through attendance in [insert program]. Absences shall be made up at a rate of [insert rate.]

Adopted on: 3-16-2026

Revised on: _____

Reviewed on: _____

Acknowledgment of Receipt

I understand that consistent school attendance is required by state law. I also understand that student achievement is directly linked to excellent attendance. I have received the board of education's new policy on student attendance and have reviewed it.

Student
Name _____

Student
Signature _____

Date _____

Parent/Guardian
Name _____

Parent/Guardian
Signature _____

Date _____

**Disenrollment of Five-Year-Old Child
Attendance Affidavit of Parent/Guardian and Student**

I, _____, am the parent or legal guardian of _____, and have legal authority to make education decisions regarding the student. My child resides in the _____ School District but will not be enrolled in and regularly attend a public, private, denominational, or parochial day school which meets the requirements for legal operation in Chapter 79 of the Nebraska statutes.

I certify that the child was born on (date) _____, is five years old, and will not reach the age of six years old prior to January 1 of the ____ - ____ school year. I am disenrolling my child pursuant to section 79-201 of the Nebraska statutes and district policy. I understand that my student whose enrollment is discontinued using this form shall not be eligible to reenroll in this school district until the beginning of the following school year unless otherwise required by law.

Printed Name of parent or guardian: _____
Relationship to Student: _____
Address: _____ Phone Number: (____) _____

Signature of parent or guardian: _____

Signature of student: _____
(not required if the student is too ill to attend)

COUNTY OF _____)

STATE OF NEBRASKA

) ss.
)

Signed in my presence and sworn to this ____ day of _____, 201__.

Notary Public

**Alternative Educational Arrangements for Six-Year-Old Child
Attendance Affidavit of Parent/Guardian and Student**

I, _____, am the parent or legal guardian of _____, and have legal authority to make education decisions regarding the student. My child resides in the _____ School District but will not be enrolled in and regularly attend a public, private, denominational, or parochial day school which meets the requirements for legal operation in Chapter 79 of the Nebraska statutes.

I certify that the child was born on (date) _____, is six years old, and will not reach the age of seven years old prior to January 1 of the ____ - ____ school year. I am not enrolling my child this school year because:

Please check one of the following:

____ The child is participating in an education program that I believe will prepare the child to enter grade one for the following school year.

____ I intend the child to participate in a school which has elected or will elect, pursuant to section 79-1601 of the Nebraska statutes, not to meet accreditation or approval requirements; and I intend to provide the Commissioner of Education with the required statement to that effect on or before the child's seventh birthday.

Printed Name of parent or guardian: _____

Relationship to Student: _____

Address: _____ Phone Number: (____) _____

Signature of parent or guardian: _____

Signature of student: _____

(not required if the student is too ill to attend)

COUNTY OF _____)

) ss.

STATE OF NEBRASKA

)

Signed in my presence and sworn to this ____ day of _____, 201__.

Notary Public

**Disenrollment of Child Between 16 and 18 Years of Age
Attendance Affidavit of Parent/Guardian and Student**

Building Assignment: _____

Classroom/Homeroom Teacher: _____

Number of student absences at time of meeting: _____

What are the primary reasons the student has been absent:

Based on that information, meeting participants considered the following issues:

- Illness related to the physical, mental, or behavioral health of the child
- Educational Counseling
- Referral to community agencies for economic services
- Family or individual counseling
- Assisting the family in working with other community services
- Referral to restorative justice practices or services
- Referral to student assistance team for possible Section 504 or IDEA eligibility
- Other: _____

Attendance Plan

Based on the above considerations, this attendance plan will be put into place:

Steps to be taken by school staff:

Steps to be taken by student:

Steps to be taken by parent/guardian:

Steps to be taken by third parties:

Parent/Guardian*: _____

Student: _____

Attendance Officer: _____

Social Worker or School Administrator: _____

Other (indicate title): _____

Other (indicate title): _____

Other (indicate title): _____

Other (indicate title): _____

Notice to family: Nebraska law requires students to be in attendance at school each day that such school is open and in session, except when excused by school authorities or when illness or severe weather conditions make attendance impossible or impracticable. Nebraska law also requires school officials to investigate any possible violation of this requirement.

Please note that if your student accrues more absences than are allowed by the board of education's policy, the school district may refer the child to the county attorney for action under Neb. Rev. Stat. § 43-247(3)(a) and (b).

I have received a copy of this Plan, including the above notice:

Parent/Guardian*: _____

Student: _____

**If parents/guardians are not present at the meeting, please attach documentation showing that the school made reasonable efforts to invite the parents.*

**If parents/guardians are not present at the meeting, please attach documentation showing that the school made reasonable efforts to invite the parents.*

5001 Compulsory Attendance and Excessive Absenteeism

Required Attendance

Every person residing in the school district who has legal or actual charge or control of any child who is of mandatory attendance age shall cause that child to attend a public or private school regularly unless the child has graduated from high school or has been allowed to disenroll pursuant to this policy.

Mandatory Attendance Age

All children who are or will turn six years old before January 1 of the current school year are of mandatory attendance age. Children who have not turned eighteen years of age are of mandatory attendance age.

Exceptions

This policy does not apply when attendance is made impossible or impracticable by severe weather conditions or by the mental or physical illness of the student or a child whom the student is parenting.

A child who will not reach age 7 before January 1 of the current school year may be excused from mandatory attendance if the child's parent or guardian completes an affidavit affirming that alternative educational arrangements have been made for the child. A copy of the required affidavit is attached to this policy.

Discontinuing Enrollment – 5 Year Old Students

The person seeking to discontinue the enrollment of a student who will not reach six years of age prior to January 1 of the current school year shall submit a signed, written request to the superintendent using the form which is attached to this policy. The school district may request written verification or documentation that the person signing the form has legal or actual charge or control of the student. The school district shall discontinue the enrollment of any student who satisfies these requirements. Any student whose enrollment is discontinued under this subsection shall not be eligible to reenroll in this school district until the beginning of the following school year unless otherwise required by law.

Discontinuing Enrollment – 16 and 17 Year Old Students

Only children who are at least 16 years of age may be disenrolled from the district. The person seeking to discontinue the child's enrollment shall submit a signed, written request and submit it to the superintendent using the form which is attached to this policy. The district will follow the procedures outlined on the attached form in considering requests to disenroll.

Only children disenrolling to attend an exempt school may be exempt from this policy. The person with legal or actual charge or control of the child must provide the superintendent with a copy of the signed request submitted to the State Department of Education for attending exempt schools. The superintendent may confirm the validity of the submission with the State Department of Education.

Attendance Officer

Each building principal is designated as an attendance officer for the district. Each building principal, at his or her discretion, may delegate these responsibilities to any other qualified individual. The attendance officer is responsible for enforcing the provisions of state law relating to compulsory attendance. This responsibility includes but is not limited to filing a report with the county attorney of the county in which a student resides. Compensation for the duties of attendance officer is included in the salary for the superintendent or designee.

Excused Absences

The following absences will be considered excused if they are confirmed by communication to the school from the student's parent/guardian:

1. Physical or mental illness of the student (a physician's verification is required after four (4) consecutive days of absence for illness)
2. Severe weather
3. Medical appointments for the student
4. Death or serious illness of the student's family member

5. Attending a funeral, wedding or graduation
6. Appearance at court or for other legal matters
7. Observance of religious holidays of the student's own faith
8. College planning visits
9. Personal or family vacations

Excessive Absenteeism

When a student receives **5** unexcused absences or the hourly equivalent in any semester, the Attendance Officer may send written notification of the student's total absences to the student's parent or guardian. When a student receives **10** unexcused absences or the hourly equivalent in any school year, the Attendance Officer will send written notification of the student's total absences to the student's parent or guardian and offer to meet with the student's parents or guardians to discuss any barriers to the student's attendance. When a student receives **15** unexcused absences or the hourly equivalent in any school year, the Attendance Officer will send written notification of the student's total absences to the student's parent or guardian and shall schedule a meeting with relevant stakeholders to discuss and address any barriers to the student's attendance, unless the Attendance Officer determines that such a meeting would not be productive in facilitating the student's regular attendance.

When a student is absent more than twenty days per year or the hourly equivalent and any portion of the absences is unexcused, the Attendance Officer may file a report with the county attorney of the county in which the student resides. For example, if the student accumulates 23 days of excused absences due to documented illness and is tardy one time, the Attendance Officer **may** file a report with the appropriate county attorney.

Adopted on: 3-16-2026

Revised on: _____

Reviewed on: _____

**Disenrollment of Five-Year-Old Child
Attendance Affidavit of Parent/Guardian and Student**

I, _____, am the parent or legal guardian of _____, and have legal authority to make education decisions regarding the student. My child resides in the _____ School District but will not be enrolled in and regularly attend a public, private, denominational, or parochial day school which meets the requirements for legal operation in Chapter 79 of the Nebraska statutes.

I certify that the child was born on (date) _____, is five years old, and will not reach the age of six years old prior to January 1 of the ____ - ____ school year. I am disenrolling my child pursuant to section 79-201 of the Nebraska statutes and district policy. I understand that my student whose enrollment is discontinued using this form shall not be eligible to reenroll in this school district until the beginning of the following school year unless otherwise required by law.

Printed Name of parent or guardian: _____

Relationship to Student: _____

Address: _____ Phone Number: (____) _____

Signature of parent or guardian: _____

Signature of student: _____

(not required if the student is too ill to attend)

COUNTY OF _____)

STATE OF NEBRASKA

) ss.

)

Signed in my presence and sworn to this ____ day of _____, 201__.

Notary Public

**Alternative Educational Arrangements for Six-Year-Old Child
Attendance Affidavit of Parent/Guardian and Student**

I, _____, am the parent or legal guardian of _____, and have legal authority to make education decisions regarding the student. My child resides in the _____ School District but will not be enrolled in and regularly attend a public, private, denominational, or parochial day school which meets the requirements for legal operation in Chapter 79 of the Nebraska statutes.

I certify that the child was born on (date) _____, is six years old, and will not reach the age of seven years old prior to January 1 of the ____ - ____ school year. I am not enrolling my child this school year because:

Please check one of the following:

____ The child is participating in an education program that I believe will prepare the child to enter grade one for the following school year.

____ I intend the child to participate in a school which has elected or will elect, pursuant to section 79-1601 of the Nebraska statutes, not to meet accreditation or approval requirements; and I intend to provide the Commissioner of Education with the required statement to that effect on or before the child's seventh birthday.

Printed Name of parent or guardian: _____

Relationship to Student: _____

Address: _____ Phone Number: (____) _____

Signature of parent or guardian: _____

Signature of student: _____

(not required if the student is too ill to attend)

COUNTY OF _____)

STATE OF NEBRASKA

) ss.
)

Signed in my presence and sworn to this ____ day of _____, 201__.

Notary Public

Collaborative Plan Addressing Barriers to Attendance

Student Name: _____ Student Grade: _____

Building Assignment: _____

Classroom/Homeroom Teacher: _____

Number of student absences at time of meeting: _____

What are the primary reasons the student has been absent:

Based on that information, meeting participants considered the following issues:

- Illness related to the physical, mental, or behavioral health of the child
- Educational Counseling
- Referral to community agencies for economic services
- Family or individual counseling
- Assisting the family in working with other community services
- Referral to restorative justice practices or services
- Referral to student assistance team for possible Section 504 or IDEA eligibility
- Other: _____

Attendance Plan

Based on the above considerations, this attendance plan will be put into place:

Steps to be taken by school staff:

Steps to be taken by student:

Steps to be taken by parent/guardian:

Steps to be taken by third parties:

Parent/Guardian*: _____

Student: _____

Attendance Officer: _____

Social Worker or School Administrator: _____

Other (indicate title): _____

Other (indicate title): _____

Other (indicate title): _____

Other (indicate title): _____

Notice to family: Nebraska law requires students to be in attendance at school each day that such school is open and in session, except when excused by school authorities or when illness or severe weather conditions make attendance impossible or impracticable. Nebraska law also requires school officials to investigate any possible violation of this requirement.

Please note that if your student accrues more absences than are allowed by the board of education's policy, the school district may refer the child to the county attorney for action under Neb. Rev. Stat. § 43-247(3)(a) and (b).

I have received a copy of this Plan, including the above notice:

Parent/Guardian*: _____

Student: _____

**If parents/guardians are not present at the meeting, please attach documentation showing that the school made reasonable efforts to invite the parents.*

**If parents/guardians are not present at the meeting, please attach documentation showing that the school made reasonable efforts to invite the parents.*

5002
Admission of Students

Students shall be admitted to the school district who are required by law to be enrolled or are permitted to enroll by law or board policy.

Students who have been placed in a foster home within the school district are not residents of the district and will not be permitted to enroll unless the district has received a written determination from the Nebraska Department of Health and Human Services that it is in the best interests of the student not to attend his or her district of residence.

Prior to enrolling any student who is a ward of the state of Nebraska or a ward of any court, the district will ask to review a completed copy of the "Education Court Report Form" promulgated by the Nebraska Supreme Court's Commission on Children and Families in the Courts – Education Sub-Committee. If there is no such completed form, district staff will offer assistance to the appropriate responsible individual in securing the information necessary to complete the form as part of the district's enrollment process.

Except in adult education classes or when otherwise required by law, no student who is of 21 years of age or older, or who has earned a high school diploma or its equivalent will be allowed to be enrolled in or continue to attend school in the district.

Students who seek to enroll in the district must comply with each board policy, state statute and regulation that applies to their situation. Grade level placement will be determined in accordance with district policy.

Adopted on: 3-16-2026

Revised on: _____

Reviewed on: _____

5002.1

Admission of Students Who Reside Out of the State of Nebraska

Students who reside in a state other than Nebraska must submit an application to enroll in the district at least three weeks prior to the beginning of the semester in which they wish to begin attending the district. Out of state students may not enroll mid-semester.

The administration will review each application and is authorized to admit out-of-state students whose academic history, disciplinary records, prior school community involvement and other relevant factors indicate that they will be successful in this school district. Those who have verified disabilities pursuant to the Individuals with Disabilities in Education Act or section 504 of the Rehabilitation Act will not be excluded from admission based solely on their disability. The administration may reject an out-of-state student when acceptance of the student:

- Would increase the operating costs of the school district, such as by requiring the hiring of new staff or contracting with outside entities to provide services to the student;
- Would require the procurement of new equipment, technology, or furnishings;
- Would cause or require the rearrangement of caseloads for staff and contracted professionals;
- Is reasonably deemed by appropriate school staff to pose a potential risk to the health or safety of students or staff;
- May pose a risk of adversely affecting the quality of educational services being provided to resident students, as determined by appropriate school staff.

The administration's approval or disapproval of an out-of-state student's application is final.

Out-of-state students who are admitted pursuant to this policy must meet the requirements of board policy 5002 and must comply with each board policy, state statute and regulation that applies to their situation. Once admitted, they will be subject to the same disciplinary rules and procedures as resident students. Students must reapply for admission prior to each semester. Re-admission may be denied for students who are not academically and/or

behaviorally successful. Once admitted, out-of-state students' grade level placement will be determined in accordance with district policy.

Out-of-state students are not entitled to transportation or reimbursement for transportation.

Out-of-state students will be charged tuition of \$5,791 per semester by the district. Payment in full is due to the central office of the district on or before the first day of classes each semester. The tuition fee may be changed by the board of education prior to any semester with or without notice to the out-of-state student's family or resident school district.

Adopted on: 3-16-2026

Revised on: _____

Reviewed on: _____

5003 Admission of Part-Time Students

A student may be permitted to enroll on a part-time basis pursuant to this policy and applicable curricular practices when enrollment is appropriate for reasons that include but are not limited to the following: the student attends another education institution on a primary basis; is enrolled for a limited number of credit hours needed to graduate; has a modified schedule because of a disability or as part of an individualized education plan; or is a student who attends a private, denominational, or parochial school or a school that elects not to meet accreditation or approval requirements (referred to herein as an exempt school student or an exempt school, respectively).

Eligibility and Application for Enrollment. A student may be eligible for part-time enrollment if the student:

1. is of appropriate age to attend school;
2. is a resident of this school district or a resident of another school district attending a private, denominational, parochial, or exempt school. For residents of another school district, the student is only eligible to part-time enroll if
 - a. this school district is the closest to the student's residence that offers the extracurricular sport or activity they desire to participate in, and their resident school district does not offer that sport or activity, or
 - b. the school building the student would attend if accepted for part-time enrollment is closer than the school building the student attends or would attend at the resident district;
3. has not graduated from high school; and
4. has not received a graduate equivalency diploma.

The parent or guardian must meet all of the district's admission requirements and file an application for enrollment on forms provided by the school district by August 1st prior to the year of enrollment. For second semester high school courses, the application must be filed by December 1st. For students who move into the district mid-semester, the application must be filed within 20 days of moving into the district. The administration shall review the application, determine whether to approve or deny it, notify the parent or guardian, and schedule enrollment at an educationally appropriate time in the building or attendance center of the administration's choice. Enrollment does not carry over from one school year to the next, and the parent or guardian must apply for enrollment each school year.

Limitations Based on Resources. The part-time enrollment of students is subject to limitations for grades, classes, courses, and programs based on the limited resources available to the school district. Full-time students shall be given priority for enrollment in grades, classes, courses, and programs.

Placement of Students. Students accepted for part-time enrollment shall be placed in courses for which they have adequate preparation and which are determined to be educationally appropriate based on criteria that include, but are not limited to the student's age, achievement test scores, academic record, evaluation by school personnel and any other standards used by the district for the placement of students.

Grades and Academic Honors. Students accepted for part-time enrollment shall receive grades, report cards, and transcripts, but shall not be eligible to graduate, receive a diploma or qualify for class ranking unless they meet all district requirements including earning a sufficient number of credit hours and semesters of attendance.

Applicability of School Rules. Students accepted for part-time enrollment are subject to all rules and standards of the board of education and administration as set forth in policy, handbooks or other communications, as well as the rules and directives of the building administration and staff. They must remain on the school campus during scheduled classes but must leave the school campus when not engaged in a course, course-related activity, or an extracurricular activity or sport, unless the building principal approves their presence. Students who violate school policies, rules, or directives shall be subject to disciplinary procedures up to and including suspension and expulsion.

Extracurricular Sports and Activities.

Exempt school students may only participate in extracurricular sports and activities if they are enrolled in at least 20 credit hours per semester and enrolled in the number of credit hours at this school district set out below. Exempt school students are not eligible to participate in extracurricular sports and activities sponsored by the school district if they participate in any sport or activity sponsored by any other public, private, denominational, or parochial school. Any such students who desire to participate in extracurricular sports and activities regulated by an athletics or activities association in which this school district is a member must be enrolled in 5 credit hours in this school district to participate.

All students permitted to participate in extracurricular sports and activities under this policy must also meet all other eligibility requirements set by the board, administration, and coach/sponsor prior to participating and for

continued participation in the sport or activity. This includes but is not limited to rules for completing courses; up/down lists for deficient grades and/or incompletes; and all eligibility and other requirements of the Nebraska School Activities Association and any other governing bodies for the activity or sport.

Transportation. Part-time school students are not entitled to transportation or reimbursement for transportation to and from the school for class attendance purposes, unless required by law. Eligible part-time students are entitled to transportation to and from practices and extracurricular events to the same extent as the school district's full-time students, but part-time students must arrange their own transportation and arrive timely to the designated pick-up point for such transportation.

Option Enrollment. Students may not enroll on a part-time basis pursuant to the school's option enrollment program.

Adopted on: 3-16-2026

Revised on: _____

Reviewed on: _____

5004 Option Enrollment

The board of education supports the concept embodied in the Enrollment Option Program that parents and legal guardians have the primary responsibility for ensuring that their children receive the best education possible. Accordingly, the school district will participate in the option enrollment program and receive option students as provided herein.

1. Definitions

- a. Option Student Defined.** Option student means a nonresident student who has chosen to attend the school district under the provisions of the option enrollment program.
 - b. Resident School District Defined.** Resident school district means the school district in which a student resides or in which the student is admitted as a resident of the school district pursuant to state law.
 - c. Option School District Defined.** Option school district means the school district that a student chooses to attend other than his or her resident school district.
 - d. Elementary School Defined.** Elementary school means grades K-5.
 - e. Middle School Defined.** Middle school means grades 6-8.
 - f. High School Defined.** High school means grades 9 through 12.
- 2. Persons Entitled to Apply for Option Enrollment of Students.** Only parents and legal guardians may apply for option enrollment of students. Applications filed by foster parents and adults acting *in loco parentis* are not authorized and will be automatically denied.
- 3. Duties, Entitlements and Rights of Option Students.** Except as otherwise provided herein, once an option student's option enrollment application has been accepted, he/she shall be treated as a resident student of the school district.
- 4. Standards for Acceptance or Rejection of Option Students.**

- a. Special Education Capacity.** Capacity for special education services will be determined on a case-by-case basis. If an application for option enrollment received by the school district indicates that the student has an individualized education program under the federal Individuals with Disabilities Education Act, 20 U.S.C. 1400 et seq., or has been identified as a student with a disability as defined in section 79-1118.01, the application will be evaluated by the director of special education services or the director's designee who must determine if the school district and the appropriate class, grade level, or school building has the capacity to provide the applicant the appropriate services and accommodations. The Federal Educational Rights and Privacy Rights Act (FERPA) (20 U.S.C. § 1232g) permits the release of education records when a student seeks or intends to enroll in a different school district.
- b. Numeric Capacity.** The board of education may set the numeric capacity of programs, classes, grade levels, or school buildings by operation of this policy or through freestanding action by the board. Numeric Capacity will be determined based upon available staff, facilities, projected enrollment of resident students, and projected number of students with which the option school district will contract based on existing contractual arrangements. Individuals seeking information about the numeric capacity set by the board may contact the superintendent for a copy of that resolution.
- c. Programmatic Capacity.** In addition to the numeric capacity standards referred to above, the board may, by resolution, prior to October 15 of each school year, declare a program, a class, or a school unavailable for the next school year to option students due to lack of capacity. Individuals seeking information about the programs that have been declared to be unavailable due to lack of capacity may contact the superintendent for a copy of the board's resolution.
- d. Other Standards for Acceptance or Rejection of Option Enrollment Applications.** In addition to the numeric and programmatic capacity standards outlined above, the school district shall not accept an option student when acceptance of the student:

- i. Would increase the operating costs of the school district, such as by requiring the hiring of new staff or contracting with outside entities to provide services to the student;
- ii. Would require the procurement of new equipment, technology, or furnishings;
- iii. Would cause or require the rearrangement of caseloads for staff and contracted professionals;
- iv. Is reasonably deemed by appropriate school staff to pose a potential risk to the health or safety of students or staff;
- v. May pose a risk of adversely affecting the quality of educational services being provided to resident students, as determined by appropriate school staff.

e. Prohibited Standards. The school district shall not base the decision to accept or reject an option student on the student's previous academic achievement, athletic or other extracurricular ability, disabling condition(s), proficiency in the English language, or previous disciplinary proceedings.

f. Order of Acceptance. If there are more option student applicants for any program, class, grade level or school building than can be accepted into such program, class, grade level or school building, applicants shall be accepted in the following order:

- i. students with brothers or sisters attending the school district, either as resident students or as option students, shall be granted first priority;
- ii. thereafter, option students shall be accepted into such program, class, grade level or school building in the order in which written applications were received by the school district.

g. Maximum Capacity Report. The school district will annually establish, publish, and report the capacity for each school building under the district's control pursuant to procedures, criteria, and deadlines established by the Nebraska Department of Education.

5. False or Misleading Option Applications. If, prior to the student's attendance as an option student, the school district discovers that a previously accepted option application contained false or substantively misleading information, the option application will be rejected.

- 6. Academic Credits and Graduation.** The school district shall accept credits toward graduation that were awarded by another school district, and shall award a diploma to an option student if the student meets the graduation requirements of the school district.
- 7. Information Regarding Schools, Programs, Policies and Procedures.** The school district, its officers and employees, shall make information about the school district and its schools, programs, policies and procedures available to all interested people.
- 8. Procedure for Students Optioning Into or Out of the School District.**
 - a.** The parent or legal guardian of any student desiring to option into or out of the school district shall submit a proper and timely application to the board of education and the other affected school district for enrollment during the following and subsequent school years. Any application requiring the approval of the school district shall be deemed submitted when the application is actually received in the school district's business office.
 - b.** On or before April 1st, the school district shall notify the parent or legal guardian of any student who has submitted an application to option into the school district and the resident school district, in writing, whether the application is accepted or rejected. If an application is rejected, the reason for such rejection shall be stated in the notification. This written notice shall be sent via certified mail to the address listed on the option application.
- 9. Late Applications and Requests for Release**
 - a.** The board of education may refuse a request of a student seeking to option out of the school district when the option application is submitted after March 15th under the following conditions:
 - i.** When the district has already entered into contracts with teaching staff for the following school year;
 - ii.** When the district has already contracted for the performance of specific services for the student;
 - iii.** When the release of the student would have a negative financial impact or loss of revenue for the district.

- b.** The board of education will approve late applications to option into the district under the following conditions:
 - i. When the resident district has released the student, or if the student is an option student at the time of such application and applying to become an option student at a subsequent option school district, a release approval from the option school district the student is attending at the time of such application;
 - ii. When the student's late enrollment into the district meets the standards for acceptance or rejection of option students contained elsewhere in this policy;

- b.** The superintendent will notify parents or guardians who have submitted properly completed option applications after March 15th no later than 60 days following submission of the application of the board's acceptance or rejection of the application.

10. Students Who Do Not Need a Release from the Resident District

- a.** A student does not need to be released from his/her resident district or the option school district the student is attending at the time of application under the following circumstances:
 - i. When the student has relocated to a different resident school district after February 1
 - ii. When a student's option school district merges with another district effective after February 1

- b.** The school district shall accept or reject an application from a student under this paragraph using the criteria set forth in this policy and will accept or reject the application within forty-five days.

11. Cancellation of Option.

Students who option either into or out of the school district shall:

- a.** Attend the option school district until graduation or relocation/re-option in a different resident school district unless the student chooses to return to the resident school district, in which case the student's parent or legal guardian shall timely submit a cancellation form to the school board or board of education of the

option school district and the resident school district for approval for the following year.

- b.** Attend an option school district for not less than one school year unless the student relocates to a different resident school district, completes requirements for graduation prior to the end the school year, transfers to a parochial or private school, or upon mutual agreement of the resident and option school districts cancels the enrollment option and returns to the resident school district.

12. Authority of Superintendent.

The board of education authorizes the superintendent of schools to make decisions on its behalf pursuant to and to apply the criteria articulated by this policy in determining whether to grant or deny option enrollment applications.

Adopted on: 3-16-2026

Revised on: _____

Reviewed on: _____

[NOTE TO BE DELETED: THERE ARE THREE CHOICES FOR OPTION TRANSPORTATION BELOW; SELECT ONE AND DELETE THE OTHERS]

5005 Transportation

The school district will provide free transportation, partially provide free transportation, or pay an allowance for transportation in lieu of free transportation on each day school is in session to the students who reside in the district and qualify for transportation according to the district's transportation plan. The families of students who will not be provided transportation pursuant to the district's plan or who must drive students to a pick-up point will be reimbursed according to statute if they qualify for such reimbursement. Parents seeking mileage reimbursement must submit requests to the district on forms which may be obtained from the office of the Superintendent of Schools.

When a student who has been attending the district is placed into foster care, school district staff will collaborate with state and local child welfare agencies to determine whether transportation is required under state law when it is in the child's best interest that their school of origin be maintained. The district will only provide transportation to students placed in foster care when the responsible child welfare agency agrees to reimburse the school district for the cost of transportation or when transportation is otherwise required by law. The board designates the Superintendent of Schools as the initial point of contact for child welfare agency representatives to discuss transportation issues related to children in foster care.

Students who are homeless will be provided with transportation pursuant to Board Policy 5014.

The district will provide transportation to tuition students in accordance with the contract provisions, if any, for services from the contracting districts.

The use of buses for class parties, field trips, and similar purposes shall require the prior approval of the superintendent or appropriate principal.

[OPTION 1]. Option Transportation. The board of education does not provide transportation services or mileage reimbursement for option-enrolled students unless otherwise required by law

[OPTION 2] Option Transportation. The board of education provides transportation to option students only if (a) the option student lives on an existing bus route or (b) the option student makes arrangements to be picked up and dropped off at preexisting stops along an existing bus route. The district does not provide mileage reimbursement for option-enrolled students unless otherwise required by law.

[OPTION 3] Option Transportation. The board of education shall annually set the rate for transportation services for option-enrolled students. Such transportation may only be enacted if there is mutual agreement between the school district and the parent or legal guardian of the option student. If such agreement is reached, the stops at the option homestead will be recorded by the school vehicle operator and a billing fee will be assessed to the parent or legal guardian on an annual basis. If two or more option students from the same homestead use school transportation, the district will charge for each trip made. Under no circumstances will an option student(s) be provided school transportation to and from his/her homestead if the result of such transportation (1) necessitates the addition of a third bus route and/or (2) increases the time necessary to run the complete bus route beyond the limit of one hour.

If the option student resides within the distance of one mile of the route used to reach a homestead which is a regular bus stop of a resident student, the fee shall be set at a rate of \$.____ per mile per stop.

If the option student resides a distance greater than one mile but less than or equal to two miles from the route used to reach a homestead which is a regular bus stop of a resident student, the fee shall be set at a rate of \$.____ for the first mile and \$.____ for the additional mile per stop.

If the option student resides a distance greater than two miles but less than or equal to three miles from the route used to reach a homestead which is a regular bus stop of a resident student, the fee shall be set at a rate of \$.____ for the first two miles and \$.____ for the additional mile, per stop.

If the option student resides a distance greater than three miles but less than or equal to four miles from the route used to reach a homestead which is a regular bus stop of a resident student, the fee shall be set at a rate of \$.____ for the first three miles and \$.____ for the additional mile, per stop.

If the option student resides a distance greater than four miles but less than or equal to five miles from the route used to reach a homestead which is a regular bus stop of a resident student, the fee shall be set at a rate of \$.____ for the first four miles and \$.____ for the additional mile, per stop.

For distances greater than five miles from the route used to reach a homestead which is a regular bus stop for a resident student, the same formula used to determine the above quoted rates will be used to determine the fee.

Students who qualify for free lunch may be entitled to transportation or mileage reimbursement pursuant to state law.

Adopted on: 3-16-2026

Revised on: _____

Reviewed on: _____

5006
Foreign Exchange Students

The school district may accept a foreign exchange student on a non-tuition basis if the student is sponsored by an organized exchange program that is acceptable to the board of education, approved for enrollment, and resides with a host family that lives within district boundaries.

A foreign student is not entitled to tuition-free schooling in the school district merely because he or she resides with a family within the district. The host family and/or sponsoring exchange program must file an application with the administration to enroll the student. In reviewing the application, the administration will consider the following factors:

- whether the student possesses a sufficient command of the English language;
- whether an appropriate program is available;
- whether the student meets the general admission requirements for the school; and
- such other factors as are relevant to the admission of the student.

Foreign exchange students who are accepted and enrolled will be subject to all policies and regulations governing the conduct and behavior of resident students.

Adopted on: 3-16-2026

Revised on: _____

Reviewed on: _____

5007
Enrollment of Expelled Students

The administration shall not enroll any student during the term of any known expulsion of the student from any public school in any state unless the board of education has approved the enrollment by a vote of a majority of the members of the board. The district shall not enroll any student during the known term of any expulsion of the student from a private school for an offense for which expulsion is authorized for a public school student unless the board has approved the enrollment by a vote of a majority of the members of the board. This policy does not require the board to take a vote on the enrollment application of any such student.

Adopted on: 3-16-2026

Revised on: _____

Reviewed on: _____

5008

Pregnant or Parenting Students

The District will not discriminate in its education program or activity against any student based on the student's current, potential, or past pregnancy. Students who are pregnant or parenting are encouraged to continue participating in the district's educational and extracurricular programs.

I. Accommodations Regarding Attendance and Participation

A. Generally

Students who anticipate deviations from their regular school experience or accrue absences due to pregnancy or parenting should notify their building principal as early as possible to discuss their educational programming. The building principal will work with the student to develop a plan to assist the student in participating in district curriculum and extra-curricular activities. Such a plan may include:

1. If the student cannot regularly attend classes, the provision of online courses;
2. The arrangement of meeting times with teachers;
3. If the student has not identified appropriate childcare, the identification of child care providers that meet statutory requirements for quality and care; and
4. All other curricular adjustments, modifications, and means of supplementing classroom attendance deemed appropriate by the school administrators including, but not limited to, modification of attendance policies.

B. Students with Disabilities

For students with disabilities who have an IEP or Section 504 plan, the administrators, student's parents or guardians, and student if appropriate will collaborate with the student's educational team to coordinate accommodations consistent with state and federal law. As permitted by law, students may be entitled to accommodations as a result of pregnancy.

C. Title IX

When a student, or a person with a legal right to act on a student's behalf, informs a District employee of the student's pregnancy or related conditions, the District will inform the student of the Title IX Coordinator's contact information. The employee will also inform the student that the Title IX Coordinator can coordinate actions to prevent sex discrimination and ensure the student's equal access to the District's education program or activity.

The District will make reasonable accommodations to the District's policies, practices, and procedures as necessary to prevent sex discrimination and ensure equal access to the District's education program or activity. The District will coordinate reasonable modifications based on the student's individualized need. The District will consult with the student when determining what reasonable modifications may be appropriate, and the student has the discretion to accept or decline the reasonable modifications offered by the District.

The District will allow the student to voluntarily access any separate and comparable portion of the District's education program or activity. The District will allow the student to voluntarily take a leave of absence from the District's education program or activity to cover, at a minimum, the period of time deemed medically necessary by the student's licensed healthcare provider. Upon the student's return, the student will be reinstated to the student's academic status, and as practicable, to the extracurricular status that the student held when the voluntary leave began.

II. Accommodations Regarding Lactation and Breastfeeding

A. Accommodations

1. In order to accommodate lactating and breastfeeding students, the district will provide reasonable opportunities to express breast milk or breastfeed in a place, other than a bathroom, which is shielded from view and free from intrusion from district students, employees, and the public.
2. Students who wish or need to express breast milk on a regular schedule will work with school administrators to create a schedule which

- accommodates the student's needs while facilitating education to the maximum extent possible.
3. The district will provide a location for students to store expressed breast milk in or near the location designated for students to express milk to create the least amount of disruption to the student's participation in class or activities.

B. Educational Process

In order to prevent interference with the educational process, no student shall express breast milk within school classrooms or buses. Nothing in this policy limits the authority of the administration to impose consequences consistent with the Student Discipline Act and other state and federal law.

Adopted on: 3-16-2026

Revised on: _____

Reviewed on: _____

5009
Adult Education

The board authorizes the administration to design and implement adult education as appropriate to the needs of the community and the programs of the district. The specific courses offered and expenditures necessitated by the adult education program will be approved by the board on an ad hoc basis.

Adopted on: 3-16-2026

Revised on: _____

Reviewed on: _____

5010 Immunizations

1. General Rule

- a. Each student wishing to enroll in the school district must be immunized as required by state law and the rules and regulations promulgated by the Nebraska Department of Health and Human Services in effect at the time of the student's enrollment.
- b. The district is not responsible for the cost of such immunizations.
- c. Any student who does not comply with this policy shall not be permitted to continue attending school.
- d. The building principal shall be responsible for maintaining immunization records for the students enrolled in his/her building and shall share that information with the school's threat assessment and crisis teams as appropriate.

2. Exceptions

- a. Provisional Enrollment

Students who meet the statutory requirements for provisional enrollment may be allowed to attend school for sixty days without the necessary immunizations.

- b. Immunization shall not be required if the student's parent or guardian submits one of the following to the superintendent of schools:
 - i. A statement signed by a medical professional stating that the required immunization would be injurious to the health and well-being of the student or any member of the student's household; or
 - ii. An affidavit signed by the student or a legally authorized representative of the student, stating that the immunization conflicts with the student's sincerely held religious beliefs.

- c. Students who are excepted from the immunization requirement may be excluded from school in the event of an outbreak of any contagious disease in the school population.

Adopted on: 3-16-2026

Revised on: _____

Reviewed on: _____

5011

Physical Examination and Visual Evaluation of Students

I. Physical Examination

The following students shall provide evidence of a physical examination by a qualified health care provider:

- all incoming students in the beginner grade;
- students in seventh grade; and
- all out-of-state transfer students.

Evidence of a physical examination must be dated no more than six months prior to entrance

II. Visual Evaluation for Students

The following students shall provide evidence of a vision evaluation by a qualified vision health care provider:

- all incoming students in the beginner grade and
- all out-of-state transfer students

The health care provider must test the student for amblyopia, strabismus and internal and external eye health, with testing sufficient to determine visual acuity. Evidence of a visual evaluation must be dated no more than six months prior to entrance.

Parents or guardians who wish to receive information regarding free or reduced-cost visual evaluations may contact Kids Connection at (877)-NEB-KIDS or the Nebraska Optometric Association at (800) 766-4466.

III. Objection to Examination

Any parent(s) or guardian(s) who object to a physical and/or vision examination and evaluation must submit a signed and dated refusal form to the school.

Adopted on: 3-16-2026

Revised on: _____

Reviewed on: _____

5012
Testing and Assessment Program

I. Basic Testing and Assessment Program

The school district will use a basic testing and assessment program to evaluate the outcome of the educational program and to provide information needed in working with individuals. The program will be supplemented by such individual and supplementary tests as the needs of the educational program and the district indicate. The superintendent and designees will coordinate the program from kindergarten through twelfth grade to provide continuity. Teachers are prohibited from engaging in any behavior that adversely affects the validity of test scores as a measure of student achievement. Teachers should consult with relevant board policies and district protocols assessment administration and security.

II. Accountability Reporting

At the board of education's regular July meeting, or as soon after as a report can be completed, the superintendent of schools shall provide an annual written report as required by NDE Rule 10. The report shall be presented to the board and made available to the public. The report must contain the elements required by Rule 10, including but not limited to: student academic performance as reported to NDE (demographics, achievement, educational input characteristics, as defined in section 005.02 of Rule 10); school system demographics; school improvement goals and progress; and financial information about the school district. Building level results will be reported only to appropriate staff for review, goal setting, and intervention as needed.

This report shall not include any individual test scores or assessment, but individual student test scores or assessment results will be reported to the student's parents or legal guardian(s). If the school has fewer than ten students in the grades being reported, or if reporting would allow for the identification of students because they all had comparable scores, no public reports of student performance are provided for those grades.

A comprehensive evaluation of the district shall be conducted at least once every five years using instruments and guides approved by NDE.

Adopted on: 3-16-2026

Revised on: _____

Reviewed on: _____

5014 Homeless Students

- 1. General Policy.** The District will provide tuition free education for homeless children and youth who are in the district and accord them the educational rights and legal protections provided by state and federal law. Homeless children and youth shall not be stigmatized or segregated on the basis of their status as homeless and shall have access to the same services offered to other students. It is the intent of this policy to remove barriers to the enrollment and retention of homeless children and youth in the District.

- 2. Homeless Liaison.** The District's homeless liaison is Home School Liaison. Students in homeless situations who require assistance should contact the liaison at 402-461-7500 (phone number) or in person at 1515 W 8th Street, Hastings, NE 68901 (address). The liaison's responsibilities include:
 - a. Ensuring homeless children and youth are identified through coordination with the Nebraska Department of Education, community groups, and other school personnel;
 - b. Receiving training regarding state and federal law governing homeless children and youth;
 - c. Ensuring homeless children and youth and their families are referred to appropriate health care, housing, and other relevant service providers and programs available in the community;
 - d. Assisting other District personnel to work with homeless children and youth and their families on regular attendance, participation in programs and activities of the District, and completing academic work to meet academic standards of the District;
 - e. Assisting homeless children and youth and working with other District employees to prepare for and improve college readiness, including assistance with applications, selection, financial aid, and status verification for purposes of the Free Application for Federal Student Aid; and
 - f. Carrying out other aspects of this policy.

- 3. Definitions**
 - a. "Homeless children and youth" means individuals who lack a fixed, regular, and adequate nighttime residence and includes:

- i. Children and youths who are sharing the housing of other persons due to loss of housing, economic hardship, or a similar reason; are living in motels, hotels, trailer parks, or camping grounds due to the lack of alternative accommodations; are living in emergency or transitional shelters; or are abandoned in hospitals;
 - ii. Children and youths who have a primary nighttime residence that is a public or private place not designed for or ordinarily used as a regular sleeping accommodation for human beings;
 - iii. Children and youths who are living in cars, parks, public spaces, abandoned buildings, substandard housing, bus or train stations, or similar settings; and
 - iv. Migratory children who qualify as homeless for the purposes of this subtitle because the children are living in circumstances described in clauses (i) through (iii).
- b. The term "homeless" or "homeless individual" does not include any individual imprisoned or otherwise detained by an act of Congress or by state law.
 - c. "Child" and "youth" refers to persons who, if they were children of residents of the District, would be entitled to a free education.
 - d. The term "unaccompanied youth" shall mean a homeless child or youth not in the physical custody of a parent or guardian.
 - e. "School of origin" means the school that the child or youth attended when permanently housed, or the school in which the child or youth was last enrolled.

4. School Stability and Enrollment. Generally, the District presumes that keeping a homeless child or youth in their school of origin is in the child's best interest unless it is contrary to a request of the child's parent, guardian, or in the case of an unaccompanied youth, the youth. The District will also consider factors including, but not limited to: the impact of mobility on achievement, education, health, and safety of the child.

5. Strategies to Address Enrollment Delays. In order to address enrollment delays resulting from homelessness, the school district shall immediately enroll homeless students even if they are unable to produce records normally required for enrollment such as immunization and

medical records, residency documents, birth certificates, school records, or other documentation, or guardianship documents. The school district shall immediately contact the school last attended by the student to obtain academic and other records. The school district's homeless liaison shall assist in obtaining necessary immunizations, or immunization or medical records.

- 6. Transportation.** Transportation shall be provided to homeless students to the extent required by law and comparable to that provided to students who are not homeless. At the request of the parent or guardian (or in the case of an unaccompanied youth, the liaison), transportation shall be provided to and from the school of origin as follows:

 - a. If the homeless child or youth continues to live in the area served by the school district, the child's or youth's transportation to and from the school of origin shall be provided or arranged by the school district.
 - b. If the homeless child's or youth's living arrangements in the area served by the school district terminate and the child or youth, though continuing his or her education in the school district, begins living in an area served by another school district, the school district and the new school district in which the homeless child or youth is living shall negotiate to agree upon a method to apportion the responsibility and costs for providing the child with transportation to and from the school district. If the districts are unable to agree, the responsibility and cost for transportation shall be shared equally.
- 7. Records.** The District will maintain and respond to requests for enrollment records for homeless children or youth consistent with its record policies and state and federal record laws. Any information about a homeless child's or youth's living situation shall be treated as a confidential education record and shall not be deemed directory information.
- 8. Dispute Process.** If a dispute arises over school selection or enrollment in a school:

 - a. The child or youth shall be admitted immediately to the school in which enrollment is sought, pending resolution of the dispute;

- b. The child, youth, parent, or guardian shall be referred to the district's homeless liaison who shall carry out the dispute resolution process within (30) thirty calendar days after receiving notice of the dispute;
- c. The parent or guardian of the child or youth or, in the case of an unaccompanied youth, the youth, shall be provided with a written explanation of the school's decision regarding school selection or enrollment, including the rights of the parent, guardian, or unaccompanied youth to appeal the decision within (30) thirty calendar days of the time such complaint or dispute is brought.
- d. In the case of an unaccompanied youth, the homeless liaison shall ensure that the youth is immediately enrolled in the school in which enrollment is sought pending resolution of the dispute.

9. Appeal Process

- a. **Nebraska Department of Education.** If the Complainant is not satisfied with the written decision of the District after the dispute resolution process, the Complainant may appeal the decision of the District to the Commissioner of the Nebraska Department of Education within (30) thirty calendar days of receipt of the decision from the District, pursuant to Nebraska Department of Education Rule 19.
- b. **State Board of Education.** If the Complainant is not satisfied with the decision of the Commissioner, the Complainant may file a Petition with the State Board of Education within (30) thirty calendar days of the receipt of the decision of the Commissioner pursuant to Nebraska Department of Education Rule 19.

Adopted on: 3-16-2026

Reviewed on: _____

Revised on: _____

5015 Protection of Pupil Rights

The Board of Education respects the rights of parents and their children, and has adopted this policy in consultation with parents to comply with the federal Protection of Pupil Rights Amendment (PPRA).

1. Surveys

- a. Surveys Created by a Third Party
 - i. This section applies to every survey:
 - (1) that is created by a person or entity other than a district staff member or student;
 - (2) regardless of whether the student answering the questions can be identified; and
 - (3) regardless of the subject matter of the questions
 - ii. Parents have the right to inspect any survey created by a third party before that survey is distributed to their student.
- b. Surveys Requesting Particular Sensitive Information
 - i. Sensitive information shall include:
 - (1) Political affiliations or beliefs of the student or the student's parent(s);
 - (2) Mental or psychological problems of the student or the student's family;
 - (3) Sexual behavior or attitudes;
 - (4) Illegal, anti-social, self-incriminating, or demeaning behavior;
 - (5) Critical appraisals of other individuals with whom respondents have close family relationships;
 - (6) Legally recognized privileged or analogous relationships, such as those of lawyers; physicians, and ministers;
 - (7) Religious practices, affiliations, or beliefs of the student or student's parent(s); or
 - (8) Income (other than that required by law to determine eligibility for participation in a program or for receiving financial assistance under such program), without prior written consent of the parent or eligible student.
 - ii. No student shall be required to submit to a survey, analysis, or evaluation that requests sensitive information.
 - iii. If a survey requesting sensitive information is funded, in whole or in part, by a program administered by the U.S. Department of Education, the school district must obtain the

- written consent of a student's parent(s) before the student participates in the survey.
- iv. School officials and staff members shall not request, nor disclose, the identity of any student who completes any survey (created by any person or entity, including the district) containing any sensitive information.
 - v. Parents have the right to inspect any survey which requests sensitive information before that survey is distributed to their student.
- c. Survey Inspection Requests
- i. School officials shall inform parents of their right to inspect surveys requesting sensitive information before the surveys are distributed to any student.
 - ii. All survey inspection requests must be in writing to the building principal and delivered to the building principal prior to the date on which the survey is scheduled to be administered to the students.
 - iii. The principal shall respond to survey inspection requests without delay.
- d. The district will also comply with any survey requirements found in the district's policy on Parent Involvement in Education Practices.

2. Invasive Physical Examinations

- a. The term "invasive physical examination" means:
- i. any medical examination that involves the exposure of private body parts; or
 - ii. any act during such examination that includes incision, insertion, or injection into the body; and
 - iii. does not include a hearing, vision, or scoliosis screening.
- b. Parents may refuse to allow their student to participate in any non-emergency, invasive physical examination or screening that is:
- i. required as a condition of attendance;
 - ii. administered by the school and scheduled by the school in advance; and
 - iii. not necessary to protect the immediate health and safety of the student, or of other students.
- c. This policy does not apply to any physical examination or screening that:
- i. is permitted or required by an applicable state law, including physical examinations or screenings that are permitted without parental notification;

- ii. is administered to a student in accordance with the Individuals with Disabilities Education Act (20 U.S.C. §1400 *et seq.*)
- iii. is otherwise authorized by Board policy.

3. Collection of Personal Information from Students for Marketing

- a. The term "personal information" means individually identifiable information including:
 - i. student's and parent(s)' first and last name;
 - ii. home or other physical address;
 - iii. telephone number; and/or
 - iv. social security number.
- b. No school official or staff member shall administer or distribute to students a survey or other instrument for the purpose of collecting personal information for marketing or for selling that information.
- c. This policy does not apply to the collection, disclosure or use of personal information for the exclusive purpose of providing educational services to students, such as the following:
 - i. post-secondary education recruitment;
 - ii. military recruitment;
 - iii. tests and assessments to provide cognitive, evaluative, diagnostic or achievement information about students; and/or
 - iv. student recognition programs.

4. Inspection of Instructional Material

- a. Definition
 - i. The term "instructional materials" means instructional content that is provided to a student regardless of its format, printed or representational materials, audio-visual materials, and materials in electronic or digital formats (such as materials accessible through the Internet).
 - ii. The term does not include academic tests or academic assessments.
- b. Parents may inspect, upon their request, any instructional material used as part of their child's education curriculum.
- c. Curriculum inspection requests must be made to the building principal in writing.
- d. Building principals shall respond to inspection requests within a reasonable amount of time.

5. Notification of Rights and Procedures

- a. The superintendent shall notify parents of:

- i. this policy and its availability upon request from the office of the district;
 - ii. how to opt their child out of participation in activities as provided for in this policy;
 - iii. the approximate dates during the school year when a survey requesting personal information is scheduled or expected to be scheduled; and
 - iv. how to request access to any survey or other material described in this policy.
- b. This notification shall be given to parents as least annually, at the beginning of the school year and within a reasonable period after any substantive change in this policy.

Adopted on: 3-16-2026

Revised on: _____

Reviewed on: _____

5016 Student Records

The school district shall manage student records and reports as is necessary for effective administration and in compliance with law. In general "student records" shall not include transitory communications such as email, text messages, handwritten communication between school and home, and the like, and these items will not generally be maintained by the district. "Student records" also shall not include any records created and maintained by the district's law enforcement unit for a law enforcement purpose.

For purposes of the district's compliance with state and federal law, and subject to the limitations in the paragraph above, the district "maintains" student records which are printed and kept in the student's physical file or which school district staff have intentionally saved within the official school district digital student information system that specifically identifies the student for whom those records are maintained. The school district may also use learning management systems, which deliver and manage instructional content. The school district maintains student records within its student information system but not in its learning management system. The official school district student information system is Synergy.

Each building principal will assign responsibilities for the preparation and maintenance of records and will ensure compliance with the applicable federal and state laws, regulations, and record retention schedules regarding their storage and use in the building. No "student record" or record required to be retained by the Nebraska Secretary of State's Record Retention Schedules applicable to the district will be destroyed unless it is first saved in a retrievable, digital format. This includes only records required to be kept by the applicable Retention Schedules and "student records" as defined by state and federal law, and this policy does not prohibit the district from following its record expungement procedures for all other records.

Students or their parents, guardians, teachers, counselors, or school administrators shall have access to the school's files or records maintained concerning themselves or their students. For purposes of this policy, "teachers" include paraeducators and volunteers who are providing educational services to a student on behalf of the School District. A school official may access, maintain, and use education records containing personally identifiable information (PII) when he or she has a legitimate educational interest in such. "School official" includes any agent, volunteer, or contractor performing an institutional service or function for which the school would otherwise use its own employees and who is under the school district's direct control with respect to their access to, maintenance of, and use of PII from

student records. For example, a school official may include, but would not be limited to, a teacher or other educator, administrator, supervisor, instructor, or support staff member (including health or medical staff and law enforcement unit personnel); school board member; volunteer; contractor or consultant who, while not employed by the school, performs an institutional service or function for which the school would otherwise use its own employees and who is under the direct control of the school with respect to the use and maintenance of PII from education records, such as an attorney, representative of the district's insurance providers, auditor, medical consultant, therapist, or a third-party website operator who has contracted with the school district or its agent to offer online programs for the benefit of students and/or the district; members of law enforcement acting on behalf of the school district; a parent or student volunteering to serve on an official committee, such as a disciplinary or grievance committee; or a parent, student, or other volunteer assisting another school official in performing his or her tasks. A school official typically has a "legitimate educational interest" if the official needs to review an education record in order to fulfill a school-related professional, contractual, statutory, or regulatory responsibility.

All disciplinary material shall be removed and destroyed upon the pupil's graduation or after the pupil's continuous absence from the school for a period of three years, and after authorization is given by the State Records Board pursuant to state law. Upon request, the school district will disclose education records without consent to officials of another school district in which a student seeks or intends to enroll.

Outside agencies such as physicians, probation officers, psychologists, child guidance clinics, and other agencies concerned with child welfare who are working directly with a child may have access to information pertaining to that child with written parental consent or upon issuance of a valid court order.

The school district shall share student data, records, and information with school districts, educational service units, learning communities, and the State Department of Education to the fullest extent practicable unless otherwise prohibited by law. This includes sharing information with the Department of Education necessary to comply with the requirement of state law that all third-year high school students take a college entrance exam. Any redisclosure of information related to the administration of this exam shall be governed by the agreement between the Nebraska Department of Education and the third-party testing company.

Each year, the school district will notify parents and guardians of their rights under this policy and the Family Educational Rights and Privacy Act.

Adopted on: 3-16-2026

Revised on: _____

Reviewed on: _____

5017 Routine Directory Information

The school district shall disclose the following as routine directory information pertaining to any past, present or future student who is, has been, or will be regularly enrolled in the district.

- Name and grade
- Name of parent and/or guardian
- Address
- Telephone number, including the student's cell phone number
- Email address
- Date and place of birth
- Dates of attendance
- The image or likeness of students in pictures, videotape, film or other medium
- Major field of study
- Participation in activities and sports
- Degrees and awards received
- Social media usernames or handles
- Weight and height of members of athletic teams
- Most recent previous school attended
- Certain class work which may be published onto the Internet
- Classroom assignment and/or home room teacher
- Student ID number, user ID, or other unique personal identifier used by the student for purposes of accessing or communicating in electronic systems, but only if the identifier cannot be used to gain access to education records except when used in conjunction with one or more factors that authenticate the user's identity, such as a personal identification number (PIN), password, or other factor known or possessed only the authorized user.

Directory information does not include a student's social security number.

Upon request, the district will provide military recruiters and institutions of higher education with the names, addresses, and telephone numbers of high school students unless a student's parents have notified the district in writing that they do not want this information disclosed without their prior written consent. Military recruiters will be granted the same access to a student in a high school grade as is provided to postsecondary educational institutions or to prospective employers of such students.

Within 30 days prior to or following the commencement of each school year

and, for a new student who enrolls after the commencement of a school year, within 30 days following such enrollment, the district will notify parents and guardians each year of their rights under this policy and the Family Educational Rights and Privacy Act. Parents will be given an opportunity to prevent the release of this directory information by filing a written objection with the district.

When a student reaches 18 years of age, the permission or consent required of and the rights accorded to the parents or guardians of such student under this policy shall only be required of and accorded to such student. Within 30 days prior to or following the commencement of each school year and, for a new student who enrolls after the commencement of a school year, within 30 days following such enrollment, each school district shall notify each student who is at least 18 years of age or who will reach 18 years of age during such school year of (1) the option to make a written request to the school district that routine directory information for such student not be released in response to a request made by a military recruiter without such student's written consent and (2) that any such request made previously by a parent or guardian for such student expires upon the student reaching 18 years of age.

Adopted on: 3-16-2026

Revised on: _____

Reviewed on: _____

5018 Parent Involvement in Education Practices

For purposes of this policy, “parent” includes a parent, guardian, or educational decisionmaker (a person designated or ordered by a court to make educational decisions on behalf of a student).

The school district recognizes the importance of parental involvement in the education of their children. To the extent practicable, the school district will make a reasonable effort to make any learning materials, including original materials, available for inspection by a parent upon request.

The school district will take the following steps to ensure that the rights of parents to participate in the education of their children are preserved.

1. Parents will be provided access to textbooks, tests, activities information; digital materials; websites or applications used for learning; training materials for teachers, administrators, and staff; procedures for the review and approval of training materials, learning materials, and activities; and other curriculum materials (“curricular materials”) as follows:
 - a. A parental request to review specific curricular materials (written, visual, or audio) should be made to the principal of the building where the curricular materials are used.
 - b. The building principal will assess the request and determine the allowable volume and time frame of the review to prevent disruption to the efficient operations of the district.
 - c. The purpose of this provision is to allow reasonable access to the extent practicable. Individuals who make requests (a) for the purpose of adding staff burden; (b) at an unreasonable frequency or volume; or (c) for purposes inconsistent with the efficient operations of the district may be denied access to materials.
 - d. A parental request to review specific standardized and criterion-referenced tests used in the district should be made in writing to the building principal. Copies of the most recent tests used in the district will be available for parent review. Parents wishing to review statewide assessments will be provided with sample questions and a copy of a practice test, but will not be provided with copies of the actual assessment due to testing security. In the case of other secure tests such as the ACT, parents must contact the publisher to obtain copies of the test.

2. Parents will be permitted, within district procedures, to attend and observe courses, assemblies, counseling sessions, and other instructional activities.
 - a. Parents are invited to make appointments with the building principal to visit classes, assemblies, and other instructional activities. The principal shall give permission after determining that parental observation would not disrupt the activity. Observations that last more than 60 minutes or occur on consecutive days are typically disruptive and will not be permitted absent unusual circumstances, in the sole discretion of the building principal.
 - b. Parents may contact the building principal to request permission to attend counseling sessions in which their child is involved.
3. Parents may request that their children be excused from testing (except as provided below), classroom instruction, learning materials, activities, guest speaker events, and other school experiences ("school events") that parents find objectionable.
 - a. Parents must submit this request in writing to the building principal for consideration.
 - b. Building principals may excuse a student from any school events at the parent's written request if, in the principal's professional judgment, excusal from the activity would not result in diminution of the student's educational experience.
 - c. When the building principal determines it appropriate, alternative experiences may be provided for the student by the school.
4. Parents will be informed through the student handbook and district policies of the manner that the district will provide access to records of students.
5. Parents will be informed of the standardized and criterion-referenced district testing program. Parents may request additional information from the building principal.
6. Parents will be informed of the circumstances under which they may opt-out of state and federal assessments.

a. In accordance with federal law, at the beginning of the school year, the District shall provide notice of the right to request a copy of this policy to parents of students attending schools receiving Title I funds. The District will provide a copy of this policy to a requesting parent in a timely manner.

b. State Assessments

State and federal law simultaneously require students to take state assessments, with few exceptions, but also permit parents to request to opt their students out of these assessments. Approval of opt out requests is contrary to the mandatory testing laws, so the District cannot “approve” the request. Parents who do not present their child for testing will result in the child receiving the lowest score possible on the assessment.

c. National Assessment of Educational Progress

As a condition of receiving federal funds, the District participates in the National Assessment of Educational Progress (NAEP). To help ensure that the District has a representative sample of students taking the NAEP, which will allow the District to assess the quality and effectiveness of its programming on a national level, the District strongly encourages all eligible students to participate. However, student participation in NAEP is voluntary.

The District shall provide parents of eligible students with reasonable notice prior to the exam being administered. Parents wishing to opt their students out of the NAEP assessment must notify the district in writing at least **three** days prior to the exam date to ensure that the District can coordinate supervision and alternative activities for students who have opted out.

7. Parents will be notified of their right to remove their children from surveys prior to district participation in surveys.

a. The principal must approve all surveys intended to gather information from students before they are administered to students.

b. Students’ participation in surveys is voluntary. Parents may restrict their child from participating in any survey.

- c. If the school administers (1) a survey requesting that students provide sexual information, mental health information, medical information, information on health-risk behaviors, religious information, information of political affiliation, or any other information that the school board deems to be sensitive in nature or (2) a non-anonymous survey requesting students provide information relating to drug, vape, alcohol, or tobacco use, the school district shall, at least fifteen days prior to the administration of the survey, notify parents, guardians, and educational decisionmakers of students that are to receive such survey. The notice will be made through the school's electronic notification system or by physical mail to the address on file for the student. The notice will describe the nature and types of questions included in the survey, the purposes and age-appropriateness of the survey, how information collected by the survey will be used, who will have access to such information, the steps that will be taken to protect student privacy, and whether and how any findings or results of such survey will be disclosed.
 - d. Parents have the right to: (1) request that a copy of the survey be sent through the school's electronic notification system or physical mail to the address on file for the student, (2) review the survey in person at the school, and (3) exempt their child from participating in the survey.
 - e. Unless required by federal or state law or regulation, school personnel administering any survey shall not disclose personally identifiable information of a child.
 - f. No survey requesting sexual information of a student shall be administered to any student in kindergarten through grade six.
 - g. The district will also comply with any survey requirements found in the district's policy on Protection of Pupil Rights.
8. The district will make this policy accessible by a prominently displayed link on its public website. Any amended policy will be made accessible within a reasonable time of its amendment.

Adopted on: 3-16-2026

Revised on: _____

Reviewed on: _____

5019
Communicating with Parents

Parents shall be kept informed of student progress, grades, and attendance through report cards, progress reports, and parent/teacher conferences. The school district will notify parents if their students are failing or close to failing, either through communication from the school or through parental access to the district's student information system. The school district will endeavor to notify parents of failing students prior to entry of the failing grade on the student's report card. Parents will also be notified of their student's possible failure to meet graduation requirements. Other pertinent information will be communicated to parents by mail, electronic communication, telephone calls, by personal contact or other appropriate method. Official transcripts of student progress, grades, and attendance will be sent to other school systems upon the student's transfer when the district receives a written request signed by the student's parent or guardian or upon being notified that the student has enrolled in another school. By providing the school district with their telephone number(s), parents agree to receive notifications from the school district's automatic notification system.

Adopted on: 3-16-2026

Revised on: _____

Reviewed on: _____

5020
Rights of Custodial and Non-Custodial Parents

The school district will honor the parental rights of natural and adoptive parents unless those rights have been altered by a court.

The term “custodial parent” refers to a biological or adoptive parent to whom a court has given primary physical and legal custody of a child, and a person such as a caseworker or foster parent to whom a court has given legal custody of a child.

The district will not restrict the access of custodial and non-custodial parents to their students and their students’ records, unless the district has been provided a copy of a court order that unambiguously prohibits access to the records or child by either parent. If the district is provided such a court order, school officials will follow the directives set forth in the order.

The district will provide the custodial parent with routine information about his or her child, including notification of conferences. The district will not provide the non-custodial parent with such information on a routine basis, but will provide it upon the non-custodial parent’s request unless it has been denied by the courts.

A non-custodial parent who wishes to attend conferences regarding his or her child will be provided information about conference times so both parents may attend a single conference. The district is not required to schedule separate conferences if both parents have been previously informed of scheduled conference times.

If either or both parents’ behavior is disruptive, staff members may terminate a conference and reschedule it with appropriate modifications or expectations.

Adopted on: 3-16-2026

Revised on: _____

Reviewed on: _____

5022

Investigations, Arrests, and Other Student Contact by Law Enforcement and Health and Human Services

[NOTE TO BE DELETED BEFORE ADOPTION: This policy describes the manner that the school will handle investigations and arrests by law enforcement officers. This is one you will need to review in detail with your board. We have attempted to capture what we believe to be the most common practice in Nebraska schools. However, there are several legal options for dealing with your interaction with law enforcement. Because they are so varied, we recommend reviewing this policy, then discussing it with a KSB Attorney how it squares with your practices. If the policy doesn't reflect your practices, we can work with you to modify the policy to fit the legal requirements and your district's practices.]

The school district and its administrators and staff desire to maintain a positive working relationship with law enforcement officers and other representatives of governmental bodies in the discharge of their duties. However, this desire must be balanced against other equally important factors such as a student's legal rights, ensuring that a student's time spent in school is for education, and acknowledging that the school stands *in loco parentis* to the students.

"Law enforcement officer" means police officers, county sheriffs, state patrolmen, Health and Human Service workers, Child Protective Services workers, Office of Juvenile Services workers, probation officers, U.S. Immigration and Customs Enforcement (ICE) agents, Federal Bureau of Investigations agents, or any other government investigatory workers.

"Parent" means the biological or adoptive mother or father, guardian, responsible relative, or any other person who has claimed legal or actual charge or control of the student pursuant to Nebraska law or Title 92 Nebraska Administrative Code Chapter 19.

Law enforcement officers are encouraged whenever possible to talk to a student away from the school before or after school hours so as to cause as little disruption as possible to the student's education.

Law enforcement officers may be called to the school at the request of school administration, or they may initiate contact with the school for their own purposes. Contact between the school and law enforcement officers on matters involving students shall be made through the office of the superintendent or building principal and the law enforcement officer. All reasonable attempts should be made to avoid embarrassing the student

before his or her teachers and peers, and to avoid disrupting the student's and school's education program. Any questioning by law enforcement officers that is permitted should be conducted in a private room or area where confidentiality can be maintained. This should be an area removed from observation by or contact with other pupils and school personnel.

School staff shall promptly notify the superintendent when a student is questioned, arrested, or removed from school grounds by law enforcement officers.

School Related Criminal Activity

This section applies to alleged or suspected criminal activity that occurs on school grounds; in a vehicle owned, leased, or contracted by a school being used for a school purpose or in a vehicle being driven for a school purpose by a school employee or by his or her designee; or at a school-sponsored activity or athletic event.

Law enforcement officers will be allowed to contact and question students at school regarding school related criminal activity as provided below.

The building principal must be notified before a student may be questioned in school or taken from a classroom by law enforcement. The building principal should request identification of the officers, their affiliation with the identified law enforcement agency, and whether their purpose is to interview, interrogate, or take custody of the student.

The building principal will make reasonable attempts to contact a student's parent for their consent and/or presence before the student is interviewed. In the event that a parent cannot be contacted after reasonable attempts, the student will be questioned only if the law enforcement officer identifies emergency circumstances requiring immediate questioning. A building principal or designee shall be present for such questioning solely to further school purposes or avoid duplication of the investigative process. The student will be brought to a private room and the contact will be made out of sight of others as much as practicable.

If the student is suspected of criminal activity, it is the responsibility of the law enforcement officer to advise a student of his or her rights against self-incrimination.

The building principal shall document steps taken to notify parents, summarize the law enforcement activities, identify the actions taken by the District on behalf of the student, and any further contacts with law enforcement officer.

Non-School Related Criminal Activity

[OPTION 1] Law enforcement officials may not question students at school unless parental consent is obtained or the law enforcement authorities have a warrant or court order.

[OPTION 2] Law enforcement officials may not question students at school.

Taking a Student into Custody

Law enforcement officers seeking custody of a student must contact the superintendent or building principal. The principal will request the arresting law enforcement officer to provide a copy of the arrest warrant, written parental consent, court order, or other document giving authority to take the student into legal custody. If there is no document presented, the principal should obtain the officer's name, badge number identifying the law enforcement agency, date, time, the reason for the arrest, and the place to which the student is reportedly being taken. Whenever practicable, the arrest or release of the student should be conducted in a location and in a manner that minimizes observation by others.

When a law enforcement officer removes a student from the school, the building principal will take immediate steps to notify the parent about the student's removal and the place to which the minor is reportedly being taken, except when a minor has been taken into custody as a victim of suspected child abuse.

Child Abuse and Neglect

When law enforcement officers seek to investigate reports of alleged child neglect or abuse regarding a student, the building principal shall obtain a proper identification from the authorities or officials. If a student interview is conducted on school grounds, the building principal or designee and such other school personnel as appropriate shall observe the interview.

If the law enforcement officer decides to remove the student from school, school officials shall provide the law enforcement authorities with the address and telephone number of the student's parent or guardian. The principal or other school official shall, as a condition of releasing the student to the law

enforcement officer, require the officer to sign a statement certifying that the child is being removed from school premises because he or she is believed to be the victim of child abuse and that the officer understands and will comply with the legal requirements of NEB. REV. STAT. § 79-294.

Student Records

Student records will be shared with law enforcement officers only as allowed by state and federal law.

Adopted on: 3-16-2026

Revised on: _____

Reviewed on: _____

5022

Investigations, Arrests, and Other Student Contact by Law Enforcement and Health and Human Services

[NOTE TO BE DELETED BEFORE ADOPTION: This policy describes the manner that the school will handle investigations and arrests by law enforcement officers. This is one you will need to review in detail with your board. There are several legal options for dealing with your interaction with law enforcement. This version of the policy is most protective of student or family rights and grants the least amount of access to students by law enforcement. If the policy doesn't reflect your practices, we can work with you to modify the policy to fit the legal requirements and your district's practices.]

The school district and its administrators and staff desire to maintain a positive working relationship with law enforcement officers and other representatives of governmental bodies in the discharge of their duties. However, this desire must be balanced against other equally important factors such as a student's legal rights, ensuring that a student's time spent in school is for education, and acknowledging that the school stands *in loco parentis* to the students.

"Law enforcement officer" means police officers, county sheriffs, state patrolmen, Health and Human Service workers, Child Protective Services workers, Office of Juvenile Services workers, probation officers, U.S. Immigration and Customs Enforcement (ICE) agents, Federal Bureau of Investigations agents, or any other government investigatory workers.

"Parent" means the biological or adoptive mother or father, guardian, responsible relative, or any other person who has claimed legal or actual charge or control of the student pursuant to Nebraska law or Title 92 Nebraska Administrative Code Chapter 19.

Contact between the school and law enforcement officers on matters involving students shall be made through the office of the superintendent or building principal and the law enforcement officer. All reasonable attempts should be made to avoid embarrassing the student before his or her teachers and peers, and to avoid disrupting the student's and school's education program.

School staff will promptly notify the superintendent when a student is arrested or removed from school grounds by law enforcement officers.

Interviews and Questioning

Law enforcement officers will not be allowed to question or interview students on school grounds at any time or for any reason.

Taking a Student into Custody

Law enforcement officers seeking custody of a student must contact the superintendent or building principal. The principal will request the arresting law enforcement officer to provide a copy of the arrest warrant, written parental consent, court order, or other document giving authority to take the student into legal custody. If there is no document presented, the principal should obtain the officer's name, badge number identifying the law enforcement agency, date, time, the reason for the arrest, and the place to which the student is reportedly being taken. Whenever practicable, the arrest or release of the student should be conducted in a location and in a manner that minimizes observation by others.

When a law enforcement officer removes a student from the school, the building principal will take immediate steps to notify the parent about the student's removal and the place to which the minor is reportedly being taken, except when a minor has been taken into custody as a victim of suspected child abuse.

Child Abuse and Neglect

If a law enforcement officer decides to remove a student from school, school officials shall provide the law enforcement authorities with the address and telephone number of the student's parent or guardian. The principal or other school official shall, as a condition of releasing the student to the law enforcement officer, require the officer to sign the attached statement certifying that the child is being removed from school premises because he or she is believed to be the victim of child abuse and that the officer understands and will comply with the legal requirements of NEB. REV. STAT. § 79-294.

Student Records

Student records will be shared with law enforcement officers only as allowed by state and federal law.

Adopted on: 3-16-2026

Revised on: _____

Reviewed on: _____

5023 Student Illness

Students who suffer from a significant illness which has an actual or expected duration of six months or more may be eligible for accommodations and supports under Section 504 of the Rehabilitation Act or under the Individuals with Disabilities in Education Act. The school will provide accommodations to students who are returning to school after a prolonged absence due to illness, including pediatric cancer, through a 504 plan or an IEP, as appropriate. The student's plan will include informal or formal accommodations, modifications of curriculum and monitoring by medical or academic staff as determined by the student's IEP team or 504 committee. Parents and staff will engage in ongoing communication about the needs of a student who is facing these circumstances.

Students who become ill at school will be sent to the building office where the school nurse or other school employee will determine the appropriate response. When a child is too ill to remain at school, a school employee will contact the child's parent(s) and make arrangements for the child to be picked up or sent home. If an illness or injury requires immediate medical attention, school officials shall attempt to contact the child's parent(s) regarding treatment for the child. If the parents cannot be contacted, school officials may have the child treated by an available physician. Students who show symptoms of a contagious disease may be sent home, and the district may require a physician's statement before allowing such students to return to school.

Parents must complete an emergency information card for each child enrolled in the district. The card should list the family physician's name, where parents or a responsible adult can be located, and any necessary emergency instructions.

Adopted on: 3-16-2026

Revised on: _____

Reviewed on: _____

5024 Medication of Students

Whenever possible, parents should arrange medication schedules to eliminate the need for giving medication during school hours. When it is necessary for school personnel to administer medication to students, the school district will comply with the Nebraska Medication Aide Act, the requirements of Title 92, Nebraska Administrative Code, Chapter 59, (promulgated by the Nebraska Department of Education and entitled *Methods of Competency Assessment of School Staff Who Administer Medication*), and all state and federal regulations. Parents and guardians who wish to have their child receive medication from school personnel must comply with the following procedures:

1. Prescription medication

- a. Parents/guardians must provide a physician's written authorization for the administration of the medication.
- b. Parents/guardians must provide their own written permission for the administration of the medication.
- c. The medication must be brought to school in the prescription container and must be properly labeled with the student's name, the physician's name, and directions for administering the medication.

2. Non-prescription medication

- a. Parents/guardians must provide written permission for the administration of the medication
- b. The medication must be brought to the school in the manufacturer's container.
- c. The container must be labeled with the child's name and with directions for provision or administration of the medication

The district reserves the right to review and decline requests to administer or provide medications that are not consistent with standard pharmacological references, are prescribed in doses that exceed those recommended in standard pharmacological references, or that could be taken in a manner that would eliminate the need for giving them during school

hours. The district may request parental authorization to consult with the student's physician regarding any medication prescribed by such physician.

Adopted on: 3-16-2026

Revised on: _____

Reviewed on: _____

5025
Student Insurance

The school district is not an insurer of student safety, and parents are encouraged to secure insurance covering their students' healthcare needs, including catastrophic coverage for injuries which may be sustained while participating in athletics or other extracurricular activities. The school district may disseminate information about insurance plans available for purchase by parents for their students from third party vendors.

Adopted on: 3-16-2026

Revised on: _____

Reviewed on: _____

5028
Initiations and Hazing

Initiations and hazing by members of classes, clubs, athletic teams, or any other organization affiliated with the district are prohibited except as otherwise permitted by this policy. Any student engaging in hazing or non-approved initiations is subject to discipline as permitted by policy and law.

Initiations are defined as any ritualistic expectations, requirements, or activities placed upon new members of a school organization for the purpose of admission into the organization, even if those activities do not rise to the level of "hazing" as defined below. Initiations are prohibited except by permission of the superintendent.

Hazing is defined as any activity by which a person intentionally or recklessly endangers the physical or mental health or safety of an individual for the purpose of initiation into, admission into, affiliation with, or continued membership in any school organization. Hazing activities include, but are not limited to, whipping, beating, branding, an act of sexual penetration, an exposure of the genitals of the body done with the intent to affront or alarm any person, a lewd fondling or caressing of the body of another person, forced and prolonged calisthenics, prolonged exposure to the elements, forced consumption of any food, liquor, beverage, drug, or harmful substance not generally intended for human consumption, prolonged sleep deprivation, or any brutal treatment or the performance of any unlawful act that endangers the physical or mental health or safety of any person.

Adopted on: 3-16-2026

Revised on: _____

Reviewed on: _____

EMPLOYEE CONDUCT AND APPEARANCE

Employees are role models for the students who come in contact with them during and after school hours. The Board recognizes the positive effect employees can have on students in this capacity. To this end, the Board strongly suggests and encourages employees to dress themselves, groom themselves, and conduct themselves in a manner appropriate to the educational environment.

Employees shall conduct themselves in a professional manner. Employees shall dress in attire appropriate for their position. Clothing should be neat, clean, and in good taste. Discretion and common sense call for an avoidance of extremes which would interfere with, or have an effect on, the educational process.

Legal Reference: NDE Rule 27

Cross Reference:	305	Administrative Code Of Ethics
	404.06	Harassment by Employees
	404.08	Drug-Free Schools and Community
	408	Certificated Employee Termination of Employment
	414	Classified Staff Termination of Employment

Approved 11-18-02 Reviewed _____ Revised _____

HASTINGS PUBLIC SCHOOLS

NOTE TO BE DELETED: PICK OPTION A OR OPTION B AND DELETE THE OPTION NOT USED

4041

[Option A] Staff Dress and Appearance

The attire worn by staff members conveys an important image to students and the general public.

Certified staff, paraeducators and office staff should generally dress in business casual attire.

Classroom staff **may not** wear the following types of clothing during the traditional school day from, when students or visitors are in attendance, or when the employee is supervising, directing or coaching students when the public is in attendance:

- For men: shirts worn without ties, except when the shirt has a logo which identifies the school and/or the school's mascot.
- Sweat, jogging and wind suits, except when teaching a physical education activity in the gymnasium or on a playing field or at athletic or other activity practices.
- Shorts, except when teaching physical education class or at athletic or other activity practices.
- Blue jeans, except at athletic or other activity practices.
- Any clothing which is immodest and may distract other employees or students in the learning environment.

The building principal may temporarily suspend all or a portion of the dress code when other factors support a lower dress expectation for school employees (e.g., special "casual days").

The appearance of professional staff members shall be appropriate to their assigned duties and indicative of their professional standing in the school and community. To help meet that end, jeans of any color may not be worn except on Friday which is considered a "dress down" day.

Custodial, maintenance and transportation staff should dress in attire appropriate to the work they are performing.

Adopted on: 2-16-2026

Reviewed on: _____

Revised on: _____

4041

[Option B] Staff Dress and Appearance

The attire worn by staff members conveys an important image to students and the general public. The appearance of professional staff members shall be appropriate to their assigned duties and indicative of their professional standing in the school and community.

I. Staff Expectations in Dress and Appearance

A. General Expectations in Dress and Appearance

1. Certified staff, paraeducators, and office staff should generally dress in business casual attire that is clean and professional.
2. Custodial, maintenance, and transportation staff should dress in attire appropriate to the work they are performing.

B. Unacceptable Forms of Dress and Appearance

1. The following are examples of unprofessional attire which should not be worn by classroom staff during the traditional school day, when students or visitors are in attendance, or when the employee is supervising, directing, or coaching students when the public is in attendance:
 - For men: shirts without collars, unless the shirt can be deemed professional by other standards.
 - Athletic wear, including sweat, jogging and wind suits, except when teaching a physical education activity in the gymnasium, on a playing field, or at athletic or other activity practices.
 - Shorts, except when teaching physical education class or at athletic or other activity practices.
 - Blue jeans, except at athletic or other activity practices, or on days considered to be "dress down" days.
 - Hats, except when worn outside for sun coverage.
 - Rubber soled 'flip flop' thong sandals.
 - Any attire which is excessively wrinkled or torn, so that it is no longer neat and professional.
 - Any attire which is immodest or may distract other employees or students in the learning environment.

II. Enforcement

The superintendent or principal shall maintain the discretion to make determinations on staff dress and appearance. Administrators may temporarily suspend all or a portion of the dress code when other factors support a lower dress expectation for school employees (e.g., special “casual days” or field days). Any violation of school policy and rules may result in disciplinary action.

Adopted on: 2-16-2026

Revised on: _____

Reviewed on: _____

TRC

TOUR RESOURCE
CONSULTANTS

Grand Island – Hastings

Choral Singers

Jeff Vyhidal, *Choral Director*

Christian Yost, *Choral Director*

Performance Tour of Italy

9 Days/7 Nights, May 28 – June 5, 2027



Grand Island – Hastings

Choral Singers

Jeff Vyhidal, *Choral Director*

Christian Yost, *Choral Director*

Performance Tour of Italy

9 Days/7 Nights, May 28 – June 5, 2027

Itinerary #1, Edition #1

Date of this Proposal: December 17, 2025

DEPART FOR ITALY

Friday, May 28, 2027

All travelers will report and check in 3 hours prior to departure at Omaha Regional Airport. Our group flight will connect through a US domestic hub airport (Chicago, Philadelphia, Newark or Atlanta), then departing for our overnight flight to Rome. Dinner, a light breakfast and entertainment provided in flight.

Meals: Dinner and breakfast provided in-flight

ROME / SPOLETO

Saturday, May 29, 2027

Saturday morning we arrive into Rome International Airport (FCO). Upon arrival, we proceed through Customs, collect checked luggage, and meet our TRC tour managers in the Arrivals Hall. Depart for Spoleto and check into the hotel. Dinner provided at 6:00pm. After dinner we have an informal walking tour of Spoleto, including the **Piazza Mercato**, the **Roman Amphitheater** and the **Roman Aqueduct**. Benvenuti in Italia!

Meals: Breakfast and Dinner

SPOLETO

Sunday, May 30, 2027

After breakfast on Sunday, we will have an entrance included to the restored fortress **Rocca Albornoziana**. This afternoon and evening will center around our performance at the **Teatro Caio Melisso** (tbc). Each ensemble will rehearse this afternoon (Grand Island Choir, Hastings Choir and the Combined Choir) before our 4:00pm

Performance. Return to the hotel, with dinner provided at 7:00pm. **Note:** schedule permitting, this performance and dinner will be shared with one of Spoleto's music ensembles from their School of Music

Meals: Breakfast and Dinner

SPOLETO / ASSISI / LUCCA

Monday, May 31, 2027

After breakfast on Monday, we check out and depart for Assisi at 9:15am, where we will have a **Guided Tour of Assisi, including the Basilica San Francesco**. In the Basilica the tour will be focused on the frescoes of the Lower and Upper Basilicas, and their importance in Art History. **Informal Singing** (tbc) in the Upper Basilica at the end of the tour. After an independent lunch, we depart for **Lucca**, checking into our hotel and dinner upon arrival.

Meals: Breakfast and Dinner

LUCCA

Tuesday, June 1, 2027

Tuesday morning we have a 90 minute **Guided Walking Tour** of Lucca. Free time for lunch and to explore Lucca in your small groups. At 5:00pm, we have our own **Acoustical Rehearsal**, then our concert partners from **Banda Giovanile Provinciale Anbima Lucca** (Anbima Lucca Youth Band tbc) arrive for a pizza party together before our **9:00pm Concert** (in Auditorio Conservatorio di Lucca). Return to the hotel after the performance.

Meals: Breakfast and Dinner (pizza party)

FLORENCE / ROME

Wednesday, June 2, 2027

Check out of the hotel and load the luggage on the motorcoach at 8:15am, departing for Florence. **Note:** the motorcoach will drop us off, and then continue on to Rome, and will be waiting to pick us up when we exit the fast train station this evening. Our time in Florence will include a **Guided Walking Tour** of Florence's lesser known churches, but with excellent acoustics and musical history. We have 3 **Informal Performances** in these churches, then finish the tour at the **Accademia** (home to Michelangelo's masterwork statues of David and the series The Prisoners), and free time to have lunch in your small groups. We board the 4:43pm train, arriving into Rome Termini station at 6:19pm. Our motorcoach will be waiting for us to collect our luggage, transfer to the hotel and check in. We will have dinner in our small groups, paid for through each traveler's Jassby Travel Money Card (€30 budgeted per person). Welcome to Rome!

Meals: Breakfast and Dinner

ROME / WORKSHOP AND CONCERT

Thursday, June 3, 2027

We have a very early breakfast Thursday morning, as we depart at 7:45am to be on time for our 8:30am and 9:00am entrances to the **Vatican Museums and Sistine Chapel**. After an independent lunch, we depart for the Church of St. Paul's Within the Walls. At 3:00pm we will have choral workshops with the **Choral Conductor and some students from the Rome Conservatory of Music**. We will rehearse the well known Italian Opera Chorus "Va Pensiero." After a short break we will resume at 5:30pm we will present an **Informal Concert** in the church, finishing with Va Pensiero. Dinner provided this evening.

Meals: Breakfast and Dinner

ROME

Friday, June 4, 2027

After breakfast we load the motorcoach at 8:30am, transferring to the Forum area for our **Guided Tour of Ancient Rome** (Coliseum and Pantheon tbc). After an independent lunch near the Pantheon, we walk together to the **Trevi Fountain** (make sure to toss a coin into the fountain to ensure your return trip to Rome). We have free time near Via Nazionale, giving your groups the last chance to purchase gifts of souvenirs. Return to the hotel to change clothes. We have a 7:00pm **Performance by the Opera da Camera**, a small instrumental ensemble with vocalists presenting a tour-de-force evening of arias and concertos from Italy's best known operas. At 8:30pm have our **Farewell Banquet**, returning to the hotel for one last meeting together to celebrate the tour and staff. Pack for tomorrow's departure.

Meals: Breakfast and Farewell Dinner provided

RETURN TO THE USA

Saturday, June 5, 2027

We load the motorcoaches and check out of the hotel. We arrive at the Rome Airport to check in for our return flight to the USA and then connecting on to Omaha Regional Airport. Welcome Home!

Meals: Breakfast

Land Tour Specifics:

- 7 nights accommodation in 3 and 4 star hotels, in twin/double rooms with private bath
- Music Staff housed in double/single rooms with private bath
- Deluxe Private Motorcoach throughout the land portion of the itinerary
- One-way High-Speed Train Ticket from Florence to Rome
- Organization of 3 Performances, plus Informal Concerts
- Buffet Breakfast daily, 1 Snack and 7 Dinners
- Guided sightseeing tours of Rome, the Vatican Museums, Assisi, Florence and Lucca
- Paid entrances to Colosseum/Forum (if available), the Vatican Museums, Rocca Albornoziana, & the Accademia
- Attend a Concert or Opera in Rome
- One TRC Tour Manager per motorcoach throughout the land portion of the itinerary
- All gratuities to bus drivers, tour managers, local guides and group meal waitstaff included
- Group Travel Videos App & Post-Trip Video included
- Post-Departure Group Travel Insurance included (the Trip Cancellation Insurance or Cancel For Any Reason Premium Upgrade may be purchased during the tour registration process)
- A Pre-Tour Meeting with TRC Staff to review the itinerary and answer questions
- Prices based on an exchange of US\$ 1 = € 0.84 (Euro)

Summary of Prices

Estimated Group Airfare (per person):

Base Airfare: \$ 869

Estimated Taxes: \$ 702

Est. Total: **\$ 1,571**

Tour Prices (per person):

With 55 participants:

With 50 participants:

With 45 participants:

Land only *

Est. Total with Air

\$ 3,215

\$ 3,301

\$ 3,406

\$ 4,796

\$ 4,872

\$ 4,977

*Single Supplement Add \$ 869 to this price per person

Name of Teacher Proposing Travel: Eric Garchow

Travel Project Title: Travel and Family-Stay Program in Germany/Austria 2027

1. What purpose will this travel address?

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

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

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

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

Day 1: Depart for Germany (Tentatively March 5, 2027)

Day 2: Travel to host family community/begin family stay

Day 3: Activities with host family

Day 4: Attend school/activities with host family

Day 5: Attend school/activities with host family

Day 6: Attend school/activities with host family

Day 7: Travel to Vienna/tour Vienna

Day 8: Cultural and Historical visit to Vienna

Day 9: Cultural and Historical visit to Vienna

Day 10: Return to Hastings

4. Are commercial agents involved?

The travel company (Xperitas) will provide:

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

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

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

transportation, and the HHS supervisors will arrange all transportation within the city of Vienna.

6. How will students be supervised on this trip?

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

7. What will the trip cost the District?

- Partial/full cost of an extra supervisor (dependent on final number of participants. Full cost is approximately \$3,800-4,100)
- Bus transportation to and from Omaha Eppley Airfield
- Substitute teachers for approximately 2 school days

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

The cost of the trip will be around \$3,800-4,100 per student.

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

Students will have the opportunity to participate in two fundraisers before the trip. The first will be in the Spring of 2026 and the second will be in the Fall of 2026. Students may also apply for a partial scholarship through the travel company.

10. How will the trip be evaluated?

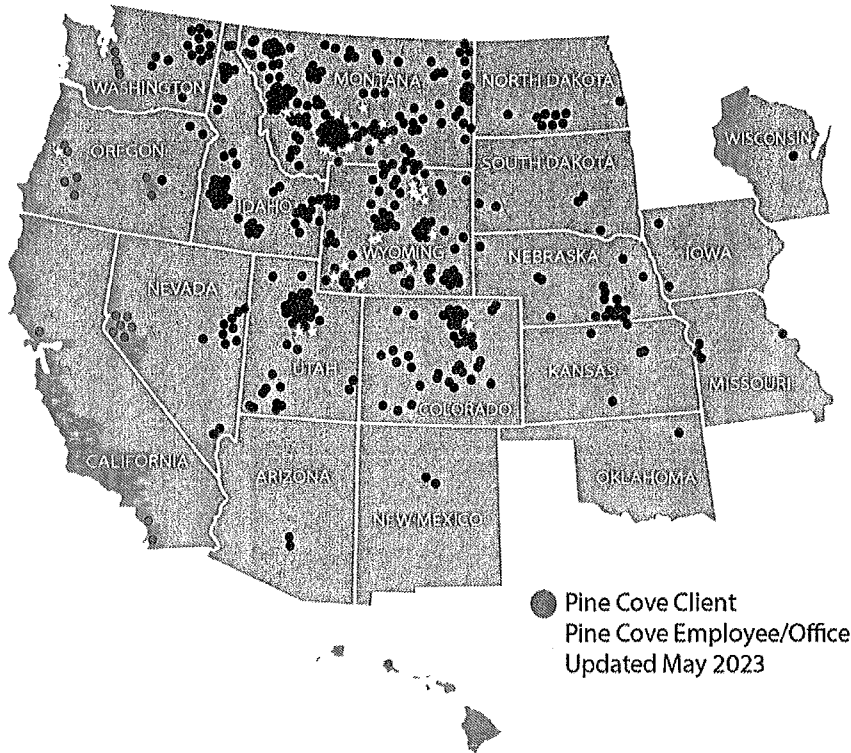
All students will complete post-trip evaluation forms. All students will also complete a journal that asks them to reflect on cultural and linguistic similarities and differences. This journal will be included in each student's grade.

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

- All students and at least one of each of their respective parents should attend informational meeting in February 2026
- All students and at least one of each of their respective parents must attend meeting in February 2027 for critical departure information
- All students must attend final pre-departure meeting in early March 2027

Approve E-Rate Summer Project

- The E-Rate program is a federal grant from the FCC for schools & libraries that provides discounts for internet access & internal broadband connections (wi-fi equipment)
 - For HPS, the E-Rate program covers 80%
 - Last year, we purchased analytics & firewall services (\$80K)
- This year, the goal will be to upgrade switches, access points (APs), battery backups (uninterruptible power supply units – UPSs), & wiring to be wi-fi 7 ready
- HPS sent out RFPs for the project
 - All of the bids were evaluated using a rubric that considered the
 - Overall price (50 pts)
 - Prior experience with the vendor (25 pts)
 - Use of preferred hardware (15 pts)
 - Completeness of the proposal (10 pts)
 - The winning bid was Pine Cove
 - They have done significant work with us previously
 - The total amount for the project would be \$247,537 x 20%
 - With the 80% discount, HPS would cover \$49,507.40
- Work would begin in the summer
- We are asking the Board to approve this purchase



pine:COVE
CONSULTING

**Trusted IT Solutions
Since 1993**

**CYBERSECURITY | NETWORKING | COMMUNICATION
| PHYSICAL SECURITY | MANAGED SERVICES | STUDENT SAFETY |**

We have prepared a quote for you:

Prepared for:

E-Rate FY2026 - Ruckus

**Hastings Public School
District**

Quote # 012014
Version 2



Monday, February 09, 2026

Hastings Public School District
Doug Krolkowski
1515 W 8th Street GENERAL DELIVERY
Hastings, NE 68901
doug.krolkowski@hpstigers.org

Dear Doug,
Pine Cove Consulting, LLC (PCC) is pleased to present Hastings Public School District with a proposal for the services listed in the E-Rate Form 470 Application Number: 260011270

Thank you for the opportunity.

Kyle Thompson
Pine Cove Consulting

About Us

Why Pine Cove

Pine Cove Consulting is the leading technology consulting firm for organizations with dynamic and complex networks. Pine Cove Consulting customizes turnkey optimization solutions to help organizations solve real-world problems like protecting important information, communicating across great distances, and maximizing IT effectiveness.

Company Information

Pine Cove Consulting has been providing turn-key technology solutions to educational institutions in the Rockies since 1993. Pine Cove Consulting has emerged as a leader in the technology industry and provides their customers with an intelligent balance between innovation, sustainability, and reliability.

Technical Background

- Currently managing over 250 Virtualized Servers
- Currently maintaining over 20,000 Users
- Combined 160 Years of Network Management Experience
- Over 400 Server Configuration/Installations
- Over 100 Network Redesign/Reconfigurations

Relevant Partnerships:

- Sophos Platinum Partner
- Ruckus Elite Partner
- Microsoft Authorized Education Reseller
- Tripp Lite Authorized Reseller/Installer
- Eaton Power Advantage Partner

Project Implementation Process

- Pre-Project Meeting
- Schedule Project
- Pre-Project Questions
- Overview of Project
- Project Objectives Document
- Includes Project Team Contacts
- Additional Pre-Project Meeting (optional)
- Product Delivery
- Project Installation/Implementation
- Project Completion Document
- Post-Project Survey




Corporate Information

Company Name: Pine Cove Consulting, LLC
Service Provider Identification Number: (SPIN)143028541

FCC Number: 0023736390


Company Contact: Brandon Vancleeve, President
Phone Number: 800-432-0346
Fax Number: 406-794-0505
Email Address: bvancleeve@pinecc.com

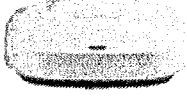
Switches

Description		Price	Qty	Ext Price
Ruckus ICX 8200 Switch 24x100/1000/2500 Mbps PoE++ ports, 4x25 GbE SFP28 stacking/uplink-ports, 740 W PoE budget, three-year remote TAC support. Power cord not included. TAA	ICX8200-24ZP 	\$3,038.32	3	\$9,114.96
Ruckus ICX 8200 Switch 32x10/100/1000 Mbps PoE+ ports, 16x100/1000/2500 Mbps RJ-45 PoE++ ports, 4x25 GbE SFP28 stacking/uplink-ports, 800 W PoE budget (with one PSU), hot swap power supplies and fans, one power supply and one fan included, three-year remote support.	ICX8200-48ZP2-E 	\$3,668.21	13	\$47,686.73
Ruckus POWER CORD, USA, NEMA5-15/C13, 13A, 125V	PCUSA2 	\$18.90	16	\$302.40

Subtotal: \$57,104.09



Wireless Access Points

Description		Price	Qty	Ext Price
Ruckus R670 Wireless Access Point Ruckus R670 Wi-Fi 7 tri-band indoor concurrent wireless access point with 2x2 (2.4GHz) + 2x2 (5GHz) + 2x2 (6GHz) RF configuration. Wi-Fi 7 in all three bands. 6GHz supports LPI mode and SP mode with AFC. R670 can be also software configurable to 2x2 (2.4GHz) + 4x4 (5GHz) dual-band mode with Wi-Fi 7 support in both frequency bands. BeamFlex+, one 5-Gigabit Ethernet backhaul, one 1-Gigabit auxiliary port, PoH/uPoE/802.3bt/802.3at PoE support, onboard Bluetooth® Low Energy (BLE) and Zigbee® technology selectable IoT radio with "Matter" and "Thread" support. USB 2.0, TPM 2.0, Secure Boot, and DPSK3. Adjustable acoustic drop ceiling bracket included. Power adapter or PoE Injector not included. Includes limited lifetime warranty.	901-R670-US00 	\$616.98	139	\$85,760.22

Description		Price	Qty	Ext Price
<p>Ruckus R770 Wireless Access Point</p> <p>Ruckus R770 Wi-Fi 7 tri-band concurrent wireless Access Point with 2x2 (2.4GHz) + 4x4 (5GHz) + 2x2 (6GHz) RF configurations. Wi-Fi 7 support in all three frequency bands. 6GHz band supports LPI mode and SP mode with AFC. Fully backward compatible with Wi-Fi 6E. Can also be configured to 2x2 (2.4GHz) + 4x4 (5GHz) dual-band RF configurations through software, with Wi-Fi 7 support in both frequency bands.</p> <p>BeamFlex+®, one 10-Gigabit Ethernet backhaul, one 1-Gigabit auxiliary port, 802.3bt PoE-in and 48V DC, onboard Bluetooth® Low Energy (BLE) and Zigbee® technology selectable IoT radio with "Matter" and "Thread" capable, USB 2.0, TPM 2.0, Secure Boot, and DPSK3.</p> <p>Includes adjustable acoustic drop ceiling bracket. Does not include power adapter or PoE injector. Includes Limited Lifetime Warranty.</p>	<p>901-R770-US00</p> 	\$802.55	8	\$6,420.40

Subtotal: **\$92,180.62**

Licensing

Description		Price	Qty	Ext Price
<p>Ruckus E-RATE SZ AP Mgmt License for SZ144/vSZ, includes 5yr Warranty for 1xAP, includes basic RUCKUS Analytics Subscription 5yr.</p>	<p>CLD-BNDL-SZWA-EDU5</p> 	\$154.88	48	\$7,434.24
<p>Ruckus Switch Management License for SZ-100/vSZ 5.X/SZ300, 1 Ruckus ICX switch. Order this when you intend to run software version from 5.0 onwards.</p>	<p>L09-0001-SGCX</p> 	\$57.10	16	\$913.60

This bundle would give you 48 transferrable Analytics licenses to move around your environment as required

Subtotal: **\$8,347.84**

Optional Move to Cloud


*Optional

Description		Price	Qty	Ext. Price
Ruckus One Essentials 5-Yr Subscription for 1 network device (AP or Switch) for REC. Switch RMT support is not included and is required to be purchased separately.	CLD-ESNT-APSW-REC5 COMMSCOPE® RUCKUS®	\$175.93	147	\$25,861.71
This is an estimated number that includes current switching and AP environment. Please confirm counts.				
Ruckus One Essentials 5-Yr Subscription for 1 network device (AP or Switch) for REC. Switch RMT support is not included and is required to be purchased separately.	CLD-ESNT-APSW-REC5 COMMSCOPE® RUCKUS®	\$175.93	153	\$26,917.29

*Optional Amount: \$52,779.00

Optional Analytics (MIBS)

*Optional

Description		Price	Qty	Ext. Price
RUCKUS Analytics - Subscription License - 1 access point - 5 Year	CLD-ANAP-5001 COMMSCOPE® RUCKUS® 	\$132.98	260	\$34,574.80

This option would add analytics to all your existing smartzone license under MIBS as a service. Please confirm total AP count - we show 260 but this could potentially be reduced with the 40 we quoted in the bundle.

*Optional Amount: \$34,574.80


UPS

Description		Price	Qty	Ext. Price
Eaton Tripp Lite Series 120V 2000VA 1600W Double-Conversion Smart Online UPS - 5 Outlets, Card Slot, LCD, USB, DB9, 1U Rack - Double-Conversion UPS Protects Equipment Against Damage, Downtime and Data Loss	SU2000LCD1U	\$1,049.36	15	\$15,740.40

Description		Price	Qty	Ext Price
Eaton Tripp Lite Series 120V 2000VA 1600W Double-Conversion Smart Online UPS - 5 Outlets, Card Slot, LCD, USB, DB9, 1U Rack - Double-Conversion UPS Protects Equipment Against Damage, Downtime and Data Loss	WEBCARDLXE	\$357.97	15	\$5,369.55
Eaton Tripp Lite Series 120V 2000VA 1600W Double-Conversion Smart Online UPS - 5 Outlets, Card Slot, LCD, USB, DB9, 1U Rack - Double-Conversion UPS Protects Equipment Against Damage, Downtime and Data Loss	5PX2000RTNG2	\$2,063.76	2	\$4,127.52
Eaton 72V Extended Battery Module (EBM) for 2000 VA and 2U 3000 VA 5PX G2 UPS Systems, 2U Rack/Tower, Used with 9PXEBM72RT, 5PXEBM72RTG2, 5PXEBM72RT3UAG2	5PXEBM72RTG2	\$958.94	2	\$1,917.88
Shipping and Handling	SHI	\$3,300.00	1	\$3,300.00


Subtotal: \$30,455.35

Commscope Cabling

Description		Price	Qty	Ext Price
48 Commscope Systemax Cat6A Cabling	PCC-SUB-LABOR	\$29,500.00	1	\$29,500.00
				

Subtotal: \$29,500.00

Installation

Description		Price	Qty	Ext Price
Installation and Configuration	PCC-INST	\$29,950.00	1	\$29,950.00
				

Subtotal: \$29,950.00



Prepared for:

Hastings Public School District
Doug Krolikowski
1515 W 8th Street GENERAL DELIVERY
Hastings, NE 68901
doug.krolikowski@hpstigers.org
(402) 461-7500

Quote Information:

Quote #: 012014
Version: 2
Delivery Date: 02/09/2026
Expiration Date: 06/30/2027

Quote Summary

Description	Amount
Switches	\$57,104.09
Wireless Access Points	\$92,180.62
Licensing	\$8,347.84
UPS	\$30,455.35
Commscope Cabling	\$29,500.00
Installation	\$29,950.00
Total:	\$247,537.90

*Options

Description	Amount
Optional Move to Cloud	\$52,779.00
Optional Analytics (MIBS)	\$34,574.80

TERMS: Due on receipt of invoice.

Signature _____

Date _____

PO Number _____

References

Dillon Elementary School

Chad Herman, Technology Director

Phone: (406) 683-2373

Email: cherman@dillonelem.k12.mt.us

Sheridan CSD #1

Jeremy Smith, Business Manager

Phone: (307) 655-9541

Email: jwsmith@sheridan.k12.wy.us

Lincoln CSD #1

Theresa Chaulk, Superintendent

Phone: (307) 679-0028

Email: tchaulk@rangers1.net

Lamar SD R E 2 - Colorado

Chad Krug, Superintendent

Phone: (719) 336-3251

Email: chad.krug@lamarschools.org

Approve COPS Grant Video Boards Project

- The COPS School Violence Prevention grant is a 3-year DOJ grant for K-12 school security upgrades
 - When HPS applied for this grant almost three years ago, specific projects were planned & completed, including:
 - Installing outdoor security lighting at the high school parking lot
 - Installing indoor security lighting
 - Purchasing rapid radios for each building & maintenance
 - Installing additional cameras throughout the district
 - The remaining projects to be completed are:
 - Installing interactive video boards in the high school
 - Replacing the video boards for the outside sign at the high school
 - The video boards would improve communication & allow for information to be shared in the event of emergencies & other situations, both inside & outside of the school
- The COPS grant will fund 75% of the costs of this project
 - HPS would cover the remaining 25%
- HPS sent out RFPs for the project & received bids
 - Computer Hardware was the lowest bid & was chosen for this project (\$66,924)
 - The electrical work would be completed by A & E Electric (\$18,120)
 - The total amount for the project would be \$85,004
 - HPS would cover \$21,251
- Work would begin in the summer
- We are asking the Board to approve this purchase

Computer Hardware, Inc.

2315 2nd Ave
Kearney, NE 68847-5316

QUOTE

168838

02/23/26

PAGE: 001

SALESPERSON Randy Hinrichs	PURCHASE ORDER#	REFERENCE# Newline RFP/2026	SHIPPER:
--------------------------------------	------------------------	---------------------------------------	-----------------

BILLED TO: HASTINGS PUBLIC SCHOOL 1515 W 8TH ST HASTINGS, NE 68901	SHIPPED TO: HASTINGS PUBLIC SCHOOL 1142 W. 18TH ST HASTINGS, NE 68901
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ITEM NUMBER	ITEM DESCRIPTION	QTY	PRICE	EXTENDED PRICE
001	NEWPART Newline STV-11524-PLUS	2	\$12,399.00	\$24,798.00
002	NEWPART Newline STV-9824-PLUS	2	\$3,419.00	\$6,838.00
003	NEWPART Newline STV-7524-PLUS	7	\$975.00	\$6,825.00
004	NEWPART Newliine STV-6524-PLUS	2	\$705.00	\$1,410.00
005	NEWPART Newliine STV-5524-PLUS	1	\$559.00	\$559.00
006	includes all STV+ mounting panels/ cafeteria mount suggested mount Onkron M7L or equivalent included	0		
007	STV+ WARRANTY EXTENDED TO 6 YEARS TOTAL FOR ALL MODELS ABOVE- ESTIMATED VALUE \$4000.00	0		
008	NEWPART Outside sign per Newliine quote # N5-0926-DV1 BOM HPS installed	1	\$25,905.00	\$25,905.00
009	NEWPART Newline NLSPROSL-01 1 year site license digital signage	1	\$589.00	\$589.00
010	NEWPART Newline NLSPROMP REQUIRED media player for outdoor signage 180.00 value	1		
011	Installation by HPS, contracted by vendor	0		
012	30 day open account payable by check. Separate invoices for indoor outdoor projects	0		

Quote Good Up Through: 03/28/26

SUBTOTAL:	\$66,924.00
SHIPPING:	\$0.00
HANDLING:	\$0.00
OTHER CHRAGES:	\$0.00
TAX:	\$0.00
TOTAL:	<u>\$66,924.00</u>

+ A + E Electric (18,120) = 85,004

A & E ELECTRIC, LLC

HASTINGS, NE

A & E Electric

Proposal

500 E 39th Street
Hastings, NE 68901

Date: 2/19/2026
Proposal #:

Zach Adam: (402) 984-3400 Emails: zach@ae-electricne.com
Brandon Hansen: (308) 737-0223 Email: bhansen@ae-electricne.com

To: Trent Kelly

Job

Hastings High TV Monitors

QTY	Description	Price /	Totals
	Installation of power & data to 14 tv monitors		\$18,120.00
	Includes installation of tv brackets & hanging tv's		
	Add Alt # 1 - Add 4 tv's to lecture room	\$3,560.00	
	The work shall include the complete installation of fourteen (14) panels. Installation of all required mounting brackets, secure wall mounting.		
	The scope of work shall further include the provision and installation of all necessary electrical wiring and Ethernet/data cabling to each panel location.		
	This shall include routing, securing, termination, and connection to existing power and network infrastructure as required for full system operation.		
	Add 1.5% for performance bond		
	All permits & inspections are included		
	All labor & materials are included		
		Subtotal	\$18,120.00
		Sales Tax	\$0.00
		Total	\$18,120.00

Authorized Signature _____

Acceptance of Proposal Signature _____

Thank you for your business!

Quote: 1056561
Date: 02/17/2026

THIS IS NOT AN INVOICE



Account Name: Hastings Public Schools
Account Number: 33182
Payment Terms: NET 30
Shipping Method: FedEx Ground
Description: Newline

Account Representative
Francisco Villaverde
813-678-2739
francisco.villaverde@bitdirect.com

Bill To

Hastings Public Schools
1515 W 8th Street
Hastings, NE 68901

Ship To

Hastings Public Schools
ATTN: IT
1515 W 8TH ST
HASTINGS, NE 68901-4355

	Item Description	Unit Cost	Qty	Total
001	Newline Panels (no installation) / line items listed on following page - Manufacturer: Newline - Part Number: CUSTOMCONFIG	\$68,957.00	1	\$68,957.00

Subtotal	\$68,957.00
Shipping	\$0.00
Total	\$68,957.00

Notes

Items will be registered to: Francisco Villaverde | 813-678-2739 | francisco.villaverde@bitdirect.com

Disclaimer

- Quotes are valid for 30 days unless stated otherwise
- Pricing and availability are subject to change
- Sales tax will not be charged if you are tax exempt (certificate required)
- Terms of Sale are posted on www.bitdirect.com

Qty.	Part #	Description	Price	Ext. Price
2	STV-11524-PLUS	115" STV+ Smart TV, UHD 4K, Built in Wifi, Digital Signage Capable, Commercial Display	\$12,660.00	\$25,320.00
2	STV-9824-PLUS	98" STV+ Smart TV, UHD 4K, Built in Wifi, Digital Signage Capable, Commercial Display	\$3,499.00	\$6,998.00
7	STV-7524-PLUS	75" STV+ Smart TV, UHD 4K, Built in Wifi, Digital Signage Capable, Commercial Display	\$1,006.00	\$7,042.00
2	STV-6524-PLUS	65" STV+ Smart TV, UHD 4K, Built in Wifi, Digital Signage Capable, Commercial Display	\$731.00	\$1,462.00
1	STV-5524-PLUS	55" STV+ Smart TV, UHD 4K, Built in Wifi, Digital Signage Capable, Commercial Display	\$582.00	\$582.00
1	NLSPROSL-01	Newline Signage Pro 1-Year Site License	\$617.00	\$617.00
14	EPR8A50600-000	43"/55"/65"/75"/86" Wall Mount	\$0.00	\$0.00
	custom	custom DV Wall	\$26,807.00	\$26,807.00

Shipping	\$0.00	\$0.00
Liftgate and Inside Delivery (\$129 per location)	\$129.00	\$129.00
Total:		\$68,957.00

Pixel Pitch(mm)	6.6		
Cabinet Array(pcs) W x H	3 x 1	Screen Resolution(WxH)	432 x 144
Screen Size-inch(WxH)	113.39" x 37.8"	Max. Power Consumption (KW)	1.8
Screen Size-feet(WxH)	9.45' x 3.15'	Brightness after calibration(nits)	6000
Diagonal Screen Size-inch	120"	Estimated Weight (Kg)	75
Diagonal Screen Size-feet	9.96'	These measurements are for one side.	
Part No.	Component	Model	QTY
Parts for Double-Sided Display			
DV Element 6.6 Outdoor SMD	Cabinets	DV Element Series Cabinet (6.6 Pixel Pitch - Outdoor SMD)	6
NovaStar VX400 Pro	Controller	NovaStar VX400 Pro - All-in-One Controller	1
Novastar MFN300-B	Multi-Function Box	Novastar MFN300-B	1
NovaStar NS060	Light Sensor	NovaStar NS060 Light Sensor	1
Power Cable	Power Cable	Power Cable 10m	2
Data Cable	Cat5 Data Cable	Data Cable 15m	2
Mount Kit	Mount Kit	Mount Kit	1
Trim Kit	Trim Kit	Trim Kit	1
NLCDV005	Warranty	5 Year Warranty	1
NLCDV011	Service	Custom DV Commissioner (1 Day)	1
Wooden Package	Packing	Wooden Package	1
Spare Parts for Double-Sided Display			
DV Element 6.6 Outdoor SMD Module	Spare Modules	DV Element 6.6 Outdoor SMD Module	2
DV Element Power Supply	Spare Power Supply	DV Element Series Power Supply	1
Novastar A5S	Spare Receiving Card	Novastar A5S	1
DV Element Hub Board	Spare Hub Board	DV Element Hub Board	1

Terms and Conditions

Quote Validity

This quote is valid for 90 days. The items and services specified herein are the only ones included. Any additional items, services, or requirements related to installation or setup that are not explicitly mentioned in this quote are not provided and will need to be sourced by the customer.

Order Confirmation

To confirm the order, this quote must be signed by an authorized employee.

Non-Cancellation Policy

Once an order for this custom product is placed and confirmed, it cannot be canceled under any circumstances. Due to the personalized nature of custom orders, they are specifically tailored to the customer's requirements, making them non-refundable and non-cancelable. The customer acknowledges and agrees to this non-cancellation policy upon placing the order.

Production and Delivery

The estimated production and delivery time for custom products is 10 to 12 weeks from the time of Purchase Order (PO) submission. While we strive to meet these timelines, delays may occur due to unforeseen circumstances. Newline is not liable for any delays in production or delivery.

Liability and Warranty

Newline provides a 3-year warranty on custom products against manufacturing defects. This warranty does not cover damage caused by misuse, improper handling, or unauthorized modifications. Due to the custom nature of these products, they are non-returnable and non-refundable under any circumstances, including in the case of a manufacturing defect.

Non-Returnable Policy

Due to the custom nature of these products, all sales are final. Custom products are non-returnable and non-refundable under any circumstances.

Third-Party Install Recommendations

It is recommended that the customer consult a qualified structural engineer prior to installation. This consultation is to ensure a thorough evaluation of the proposed installation site for structural integrity and suitability. The structural engineer will assess the load-bearing capacity of the wall, confirm adherence to local building codes, and recommend any necessary reinforcements or modifications to safely accommodate the weight and operational demands of the LED wall.

Acceptance of Terms

By placing an order for this product, the customer acknowledges and agrees to these terms and conditions. The authorized employee's signature below serves as acceptance of these terms on behalf of their company.



Newline Interactive
 950 W Bethany Dr, Suite 330
 Allen TX
 USA 75013

Quote

Valid Until: Feb 28, 2026
 Quote Number: NI-88016924
 Registration Number: 0070014-023

BILL TO: Newline Interactive	CUSTOMER INFORMATION:
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Account Name: Newline Interactive	Reference: Hastings Public Schools
Contact Name: G Anderson Lake	Regional Sales Manager: G Anderson Lake

S.No.	Product Details	Qty	Dealer Price	Total
1	Custom DV Project (ATTACH QUOTE) DV-CUSTOM24HD SKU for all customer DV projects. Please attach quote.	1	\$ 65,966.00	\$ 65,966.00
2	115" STV+ Smart TV STV-11524-PLUS 115" STV Plus Smart TV, UHD 4K, Built in Wifi, Digital Signage Capable	2	\$ 24,829.00	\$ 49,658.00
3	98" STV+ Smart TV STV-9824-PLUS 98" STV Plus Smart TV, UHD 4K, Built in Wifi, Digital Signage Capable	2	\$ 6,896.00	\$ 13,792.00
4	75" STV Smart TV STV-7524 75" STV Smart TV, UHD 4K, Built in Wifi, Digital Signage Capable	7	\$ 1,979.00	\$ 13,853.00
5	65" STV+ Smart TV STV-6524-PLUS 65" STV Plus Smart TV, UHD 4K, Built in Wifi, Digital Signage Capable	2	\$ 1,439.00	\$ 2,878.00
6	55" STV+ Smart TV STV-5524-PLUS 55" STV Plus Smart TV, UHD 4K, Built in Wifi, Digital Signage Capable	1	\$ 1,149.00	\$ 1,149.00
7	Newline Signage Pro 1-Year Site License NLSPROSL-01 1-Year Site License for Newline Signage Pro Signage Software (Per Location, not per district)	1	\$ 604.00	\$ 604.00
			Sub Total	\$ 147,900.00
			Discount	\$ 0.00
			Tax	\$ 0.00
			Adjustment	\$ 0.00
			Grand Total	\$ 147,900.00

Terms and Conditions

Administrative Resignation/Release/Retire(s)					
Name	Assignment/Building		FTE	Effective	Replaces/Reason
Tanya Evans	Director of Student Services		1	6/31/2026	Resign
Administrative Transfer(s)					
Name	Former Assignment/Building	New Assignment/Building		Effective	Replaces/Reason
Adam Boettcher	Assistant Principal/Middle School	Principal/Hawthorne		7/1/26	Amy Sloan/Resign
Administrative New Hire(s)					
Name	Assignment/FTE/Building	Effective			Replaces/Reason
No New Hire(s)					
Certificated Resignation/Release(s)					
Name	Assignment/Building		FTE	Effective	Replaces/Reason
Anthony Fagiolo	Music/Alcott		1	5/22/26	Resign
Abigail Fong	Title 1/Longfellow		1	5/22/26	Resign
Turner Griffin	Science/Middle School		1	5/22/26	Resign
Diane Hanel	School Counselor/Senior High		1	5/22/26	Resign
Rebecca Hoobler	SPED Resource/Senior High		1	5/22/26	Resign
Crista Kuhlmann	Kindergarten/Longfellow		1	5/22/26	Resign
Tara Lewis	Reading/Middle School		1	5/22/26	Resign
Emilee Pratt	Math/Middle School		1	5/22/26	Resign
Jennifer Prosocki	Special Education/Alcott		1	3/3/26	Resign
Erika Williams	Grade 4/Alcott		1	5/22/26	Resign
Certificated Transfer(s)					
Name	Former Assignment/Building	New Assignment/Building		Effective	Replaces/Reason
Daniel Birnie	Skilled & Technical Sciences/Snior High	Assistant Principal & AD/Middle School	1	7/1/26	Bryan Vetter/Transfer
Kennedy Howard	Grade 4/Alcott	Reading/Middle School	1	8/8/26	Tara Lewis/Resign
Michael McPhillips	Social Studies/Middle School	Assistant Principal/Middle School	1	7/1/26	Adam Boettcher/Transfer
Certificated New Hire(s)					
Name	Assignment/FTE/Building	Effective	Degree/Level	College/Univer sity	Replaces/Reason
Josephine Anderson	Music/Alcott	8/8/2026	BA-1	Kansas State University	Anthony Fagiolo/Resign
Sarah Grigsby	School Counselor/Senior High	8/8/2026	MA09-6	University of Nebraska - Kearney	Diane Hanel/Resign
Landon Lautzenhiser	Social Studies/Senior High	8/8/2026	BA-1	Wayne State University	Megan Steinhauer/Resign
Justin Miller	Special Education/Senior High	8/8/2026	MA36-11	Hastings College	Hope McMurtry/Retire
Carley Musgrave	Kindergarten/Longfellow	8/8/2026	BA-1	University of Nebraska - Lincoln	Crista Kuhlmann/Resign
Sydney Norton	Speech Language Pathologist/District Wide	8/8/2026	MA-9	Fort Hays State University	Emily Hass/Resign in 2023
Elizabeth Overmiller	Special Education/Alcott	8/8/2026	MA-7	University of Nebraska - Kearney	Jennifer Prosocki/Resign
Kaelin Platt	Physical Education/Middle School	8/8/2026	BA-1	Peru State College	Austin Heikkinen/Resign
Emily Rutt	Math/Middle School	8/8/2026	BA-1	University of Nebraska - Kearney	Emily Pratt/Resign
Liam Sites	Art/Watson	8/8/2026	BA-1	Hastings College	Charleen Himmelberg/Retire
Samantha Skinner	Grade 4/Alcott	8/8/2026	BA-1	Hastings College	Kennedy Howard/Transfer
Ryan Swierczek	Instrumental Music/Middle School/Senior High	8/8/2026	BA-1	University of Nebraska - Lincoln	Troy Ehmke/Transfer
Miranda Tate	Kindergarten/Longfellow	8/8/2026	BA-5	Fort Hays State University	Julie Simmons/Transfer
Hannah Witt	Social Studies/Senior High	8/8/2026	MA18-4	University of Nebraska - Kearney	Peter Theoharis/Resign
Extra Standard Resignation/Release(s)					
Name	Assignment/Building			Effective	Replaces/Reason
Daniel Birnie	Assistant Skills USA/Senior High			5/22/26	Transfer to Administration
Caden Holm	Assistant Boys Basketball/ Senior High			5/22/26	Resign
Kennedy Howard	0.5 FTE Student Council/Alcott			5/22/26	Resign
Nolan Laux	Head Boys Wrestling/Senior High			5/22/26	Resign
Michael McPhillips	Assistant 8th Grade Football/Middle School			5/22/26	Transfer to Administration

Michael McPhillips	Head 7th Grade Boys Basketball/			5/22/26	Transfer to Administration
Michael McPhillips	MS Weight Training/Middle School			5/22/26	Transfer to Administration
Kalee Reams	Speech/Senior High			5/22/26	Resign
Zac Swanson	Assistant Boys Wrestling/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
Kennedy Howard	Assistant Track/Middle School	CAT 1, LVL 1		8/8/26	Aaron Oswald/Resign
Ryan Swierczek	Director of Bands/Senior High	CAT 4, LVL 1		8/8/26	Troy Ehmke/Transfer

Classified Resignation/Release(s)

Name	Assignment/Building		FTE	Effective	Replaces/Reason
Cheryl Gentert	Library Paraeducator/Hawthorne		1.0	5/22/26	Resign
Jadyn Shoemaker	Office Paraeducator/Hawthorne		1.0	3/3/26	Release

Classified Transfer(s)

Name	Former Assignment/Building	New Assignment/Building	FTE	Effective	Replaces/Reason
Kelly Brodrick	Accounts Payable/Admin	Payroll Clerk/Administrative Assistant/Admin	1	3/8/26	Denise Behrends/Resign
Crystal Peterson	Night Custodian/Middle School	Inventory Clerk/Custodian/Maintenance	1	2/8/26	Jamie Haverkamp/Resign
Josh Schutt	Night Custodian/Middle School	Head Night Custodian/Middle School	1	2/8/26	Jay Hoffman/Transfer

Classified New Hire(s)

Name	Assignment/Building		FTE	Effective	Replaces/Reason
Associated Staffing	Night Custodian/Middle School		1	TBD	Crystal Peterson/Transfer
Landon Boettcher	Night Custodian/Senior High		1	2/25/26	Josh Schutt/Transfer
Jared Gravitt	9 Month Bus Driver/Transportation		1	3/8/26	Lori Hartwig

ADMINISTRATIVE OPEN POSITIONS

NAME	POSITION	RESIGNATION/TERM DATE
TANYA EVANS	Director of Student Services - Admin	06-31-2026

CERTIFICATED OPEN POSITIONS

NAME	POSITION	RESIGNATION/TERM DATE
BRANDON KILE	HHS - Math	05-22-2026
DANIEL BIRNIE	HHS - Skilled & Technical Sciences	05-22-2026
REBECCA HOOBLER	HHS = SPED Resource	05-22-2026
MICHAEL MCPHILLIPS	HMS - Social Studies	05-22-2026
TURNER GRIFFIN	HMS - Science	05-22-2026
DENISE JARMER TXFR	Grade 1 - Alcott	05-22-2026
ERIKA WILLIAMS	Grade 4 - Alcott	05-22-2026
LORI SAMUELSON	School Psychologist	05-22-2026
PAM TILLMAN	School Psychologist - Transfer FTE to Skills 3 at HMS	05-22-2025
0.5 FTE RHONDA MCBRIDE	School Psychologist	05-22-2025
KIM WADKINS	Speech Language Pathologist	05-22-2025
JAMIE LEPANT	Speech Language Pathologist	05-19-2023

CLASSIFIED OPEN POSITIONS

NAME	POSITION	RESIGNATION/TERM DATE
KELLY BRODRICK TXFR	Admin - Accounts Payable/Administrative Assistant	3-8-2026
ALYSSA TIMMERMAN	AL - School Nurse	5-22-2025
JADYN SHOEMAKER	HA - Office Paraeducator	3-3-2026
JULIE DIDIER	LI - School Nurse	9-8-2025
SARAH CHEI	LI - Title Paraeducator	12-19-2025
NADIA TRAUSCH	LI - Title Paraeducator	9-26-2025
	DIST - PART TIME BUS DRIVER (NEW)	
CHANCE KRATZER	District Bus Monitor	5-22-2025

EXTRA-STANDARD OPEN POSITIONS

NAME	POSITION	RESIGNATION/TERM DATE
MEAGAN BLODGET	HHS - Assistant Swimming & Diving	09-29-2022
NOLAN LAUX	HHS - Head Boys Wrestling	05-22-2026
CADEN HOLM	HHS - Assistant Boys Basketball	05-22-2026
BRANDON KILE	HHS - Assistant Boys Wrestling	05-22-2026
ZAC SWANSON	HHS - Assistant Boys Wrestling	05-22-2026

RYLEE TURNER	HHS - Assistant Volleyball	05-22-2026			
KALEE REAMS	HHS - Speech	05-22-2026			
DANIEL BIRNIE	HHS - Assistant Skills USA	05-22-2026			
LACEY FRANZEN	HMS - Head 8th Grade Volleyball	05-22-2026			
AUSTIN HEIKKINEN	HMS - Head Boys Track	05-22-2026			
AUSTIN HEIKKINEN	HMS - Assistant Boys Wrestling	05-22-2026			
AUSTIN HEIKKINEN	HMS - Assistant 7th Grade Football	05-22-2026			
MICHAEL MCPHILLIPS	HMS - Assistant 8th Grade Football	05-22-2026			
MICHAEL MCPHILLIPS	HMS - Weight Training	05-22-2026			
MICHAEL MCPHILLIPS	HMS - Head 7th Grade Boys Basketball	05-22-2026			
JAIMIE REEVES	HA - Wellness Team Lead	05-22-2026			
ANTHONY FAGIOLO	Vocal Music Learning Team Liaison	05-22-2026			
TYRA CRAIG	HHS - Assistant Swim Coach	05-22-2026			
HPS HAS 85 ACTIVE SUBSTITUTES AS OF 3/9/25					

NEW CERTIFICATED APPOINTMENT FOR 2026-2027

Josephine Anderson Music
 Alcott

EXPERIENCE: First teaching experience

EDUCATION: Bachelor of Arts in Music Education
 Kansas State University - Manhattan, KS

Diploma
Crete High School - Crete, NE

SALARY: BA-1
 \$43,840

NEW CERTIFICATED APPOINTMENT FOR 2026-2027

Sarah Grigsby

School Counselor
Senior High

EXPERIENCE:

High Plains Community Schools - Polk, NE
School Counselor
8/2024 - 5/2026

Grand Island Public Schools - Grand Island, NE
School Counselor
8/2021 - 5/2024

EDUCATION:

Master's of Arts in School Counseling
University of Nebraska - Kearney, NE

Bachelor of Arts in Human Services and Counseling
Wayne State College - Wayne, NE

Diploma
York High School - York, NE

SALARY: MA09-6
\$56,840

NEW CERTIFICATED APPOINTMENT FOR 2026-2027

Landon Lautzenhiser

Social Studies
Senior High

EXPERIENCE:

First teaching experience

EDUCATION:

Bachelor of Science in Education
Wayne State College - Wayne, NE

Diploma
Milford High School - Milford, NE

SALARY: BA-1
\$43,840

NEW CERTIFICATED APPOINTMENT FOR 2026-2027

Justin Miller Special Education
High School

EXPERIENCE: ESU # 9 - Hastings, NE
Special Education Teacher
8/2025 - 5/2026

Adams Central Public Schools - Hasting, NE
Special Education Teacher
8/2020 - 5/2025

Grand Island Public Schools - Grand Island, NE
Success/Skills Academy Teacher
8/2017 - 7/2020

Lexington Public Schools - Lexington, NE
Middle School Teacher
01/2014 - 5/20226

EDUCATION: Master of Teaching
Hastings College - Hastings, NE

Bachelor of Arts in Psychology
Hastings College - Hastings, NE

Diploma
Fort Calhoun High School - Fort Calhoun, NE

SALARY: MA36-18
\$69,832

NEW CERTIFICATED APPOINTMENT FOR 2026-2027

Carley Musgrave

Kindergarten
Longfellow

EXPERIENCE:

First teaching experience

EDUCATION:

Bachelor of Arts in Elementary Education
University of Nebraska - Lincoln, NE

Diploma
Hastings High School - Hastings, NE

SALARY: BA-1
\$43,840

NEW CERTIFICATED APPOINTMENT FOR 2026-2027

Sydney Norton

Speech Language Pathologist
District Wide

EXPERIENCE:

UNMC - Omaha, NE
Speech Language Pathologist
4/2019 - 1/2026

Infinity Rehab - Omaha, NE
Speech Language Pathologist
7/2018 - 3/2019

EDUCATION:

Master of Science in Speech Language Pathology
Fort Hays State University - Hays, KS

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

Diploma
Adams Central High School - Hastings, NE

SALARY: MA-9
\$61,712

NEW CERTIFICATED APPOINTMENT FOR 2026-2027

Elizabeth Overmiller

Special Education
Alcott

EXPERIENCE:

Grand Island Public Schools - Grand Island, NE
Special Education Teacher
8/2020 - 5/2026

EDUCATION:

Master of Arts in Special Education
University of Nebraska - Kearney, NE

Bachelor of Science in Elementary Education
Hastings College - Hastings, NE

Diploma
St. Cecilia High School - Hastings, NE

SALARY: MA-7
\$56,840

NEW CERTIFICATED APPOINTMENT FOR 2026-2027

Kaelin Platt

Physical Education
Middle School

EXPERIENCE:

First teaching experience

EDUCATION:

Bachelor of Science in Physical Education
Peru State College - Peru, NE

Diploma
Gardner Edgerton High School - Gardner, KS

SALARY: BA-1
\$43,840

NEW CERTIFICATED APPOINTMENT FOR 2026-2027

Emily Rutt

Math
Middle School

EXPERIENCE:

First teaching experience

EDUCATION:

Bachelor of Arts in Middle Level Education
University of Nebraska - Kearney, NE

Diploma
Franklin High School - Franklin, NE

SALARY: BA-1
\$43,840

NEW CERTIFICATED APPOINTMENT FOR 2026-2027

Samantha Skinner

Grade 4
Alcott

EXPERIENCE:

First teaching experience

EDUCATION:

Bachelor of Science in Special and Elementary
Education
Hastings College - Hastings, NE

Diploma
Prairie View High School - Brighton, CO

SALARY: BA-1
\$43,840

NEW CERTIFICATED APPOINTMENT FOR 2026-2027

Ryan Swierczek

Instrumental Music
High School & Middle School

EXPERIENCE:

First teaching experience

EDUCATION:

Bachelor of Arts in Music Education
University of Nebraska - Lincoln, NE

Diploma
Fort Calhoun High School - Fort Calhoun, NE

SALARY: BA-1
\$43,840

NEW CERTIFICATED APPOINTMENT FOR 2026-2027

Miranda Tate

Kindergarten
Longfellow

EXPERIENCE:

Grand Island Public Schools - Grand Island, NE
Kindergarten Teacher
8/2024 - 5/2026

USD 271 Stockton - Stockton, NE
Kindergarten Teacher
8/2022 - 5/2024

EDUCATION:

Bachelor of Arts in Elementary Education
Fort Hays State University - Hays, KS

Diploma
Sylvan Lucas Unified High School - Sylvan Grove, KS

SALARY: BA-5
\$47,096

NEW CERTIFICATED APPOINTMENT FOR 2026-2027

Hannah Witt

Social Studies
High School

EXPERIENCE:

Grand Island Public Schools - Grand Island, NE
Social Studies and English Teacher
8/2023 - 5/2026

EDUCATION:

Master of Arts in History
University of Missouri - Columbia, MO

Bachelor of Arts in History and English
Hastings College - Hastings, NE

Diploma
Hastings Public Schools - Hastings, NE

SALARY: MA18-4
\$55,216

NEW CLASSIFIED APPOINTMENT FOR 2025-2026

Landon Boettcher

Night Custodian
Middle School

EXPERIENCE:

Jimmy John's - McCook, NE
Delivery Drive
2/2024 - 2/2026

McCook Gazette - McCook, NE
Advertisement Assistant
10/2025 - 12/20025

EDUCATION:

Diploma
Franklin High School - Franklin, NE

SALARY: \$15.75/hr

NEW CLASSIFIED APPOINTMENT FOR 2025-2026

Jared Gravitt 9 Month Bus Driver
Transportation

EXPERIENCE: Hastings Public Schools - Hastings, NE
Substitute Bus Driver
10/2024 - present

First Choice Vending - Hastings, NE
Customer Route Driver
6/2024 - 12/2025

Bish's RV - Kearney, NE
Sales Outfitter
7/2021 - 6/2024

EDUCATION: Diploma
Omaha Central High School - Omaha, NE

SALARY: \$19.75/hr